

INVOICE

From **Effective Law Enforcement for All, Inc.**
1905 Elkhart St.
Silver Spring, MD 209110

Invoice ID **10**
PO Number **MPLMN-0000926499**
Issue Date **02/13/2025**
Due Date **03/15/2025 (Net 30)**
Subject **Effective Law Enforcement for All (Supplier 0000033526), Invoice for 18 December 2024 - 17 January 2025**

Invoice For **City of Minneapolis**
505 4th Avenue S
Room 310
Minneapolis, MN 55415

Item Type	Description	Quantity	Unit Price	Amount
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Party Communications / Julie Solomon: MECC Data Follow up meeting with the parties + meeting with MAV and MH + phone call with LF + internal/external email	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Party Communications / Mary Ann Viverette: Met with data personnel and Amelia Huffman on MPD to discuss response times for CIT with J. Solomon	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Project Management: Party Communications / John Salomone: Weekly MPD update meeting	0.50	\$100.00	\$50.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Lead: Party Communications / Michael Harrison: Weekly Implementation Unit meeting, secondary meeting with Chief Ohara	0.50	\$350.00	\$175.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Party Communications / Mary Ann Viverette: Check in with Chief O'Hara and Implementation Team	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Lead: Coordination Meeting / Michael Harrison: Meeting with Julie and Mary Ann re: Response times and dispatch disparities 9:45-10am	0.25	\$350.00	\$87.50
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Party Communications / Mary Ann Viverette: Weekly update Meeting with OPCR, A. Westbrook and M. Phillips	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Policy Review / Mary Ann Viverette: Workshop call on 9-200 with large group	3.00	\$280.00	\$840.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Meeting Prep / Lisa Fink: Reviewed MPD weekly progress slide deck	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Policy Review / Lisa Fink: Reviewed outstanding comments on UOF policies	0.50	\$280.00	\$140.00

Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Party Communications / Lisa Fink: Confer with S Wiersma regarding policy review issues	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Party Communications / Lisa Fink: Participate in weekly ELEFA-MPD Meeting	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Coordination Meeting / Lisa Fink: Confer with J Solomon regarding Crisis Intervention and recent Chief's Memo on work limits	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Policy Review / Lisa Fink: Reviewed status of BWC/ICC policy review and communicated with ELEFA members to advance review	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Party Communications / Lisa Fink: Participated in workshopping session with MPD, City and MDHR on 9-200 policies (stops & searches)	3.00	\$280.00	\$840.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Document Review / Lisa Fink: Conducted in-depth review and analysis of the draft Disciplinary Matrix	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Training Observation and Review / Bill Murphy: Conferred with MPD on developing action items for training within Smartsheet. Prior prep for the meeting.	3.50	\$280.00	\$980.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Party Communications / Arlinda Westbrook: Elefa/OPCR	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Party Communications / Arlinda Westbrook: Meeting with CAO implementation team	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/18/2024 - Team Member: Party Communications / Arlinda Westbrook: Meeting on Credibility assessments	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Lead: Party Communications / Michael Harrison: Weekly MDHA/ELEFA meeting	0.75	\$350.00	\$262.50
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Policy Creation / Mary Ann Viverette: Review of the OPCR/IA SOP development	1.75	\$280.00	\$490.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Project Management: Document Coding, Storage, and Management / John Salomone: communications on 9-200 storage and access	0.25	\$100.00	\$25.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Project Management: Party Communications / John Salomone: Parties meeting and follow-up	0.50	\$100.00	\$50.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Project Management: Party Communications / John Salomone: Final edits to letter and submission of ELEFA comments on MPD's 2025 Training Needs Assessment and Annual Training Plan	0.75	\$100.00	\$75.00

Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Party Communications / Mary Ann Viverette: Weekly ELEFA/MDHR/Implementation team meeting	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Policy Review / Mary Ann Viverette: Reviewed BWC policy and commented	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Coordination Meeting / Lisa Fink: Meeting with MPD, OPCR, and CAO regarding disciplinary matrix and IA/OPCR SOPs	1.75	\$280.00	\$490.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Fact Finding and Analysis / Lisa Fink: Follow-up research on disciplinary matrices	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Policy Review / Lisa Fink: Reviewed latest UOF drafts to identify pending issues	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Lead: Party Communications / David Douglass: Weekly parties, Check-in	0.50	\$350.00	\$175.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Lead: Party Communications / David Douglass: Weekly check in with MDHR	0.75	\$350.00	\$262.50
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Community Engagement / Arlinda Westbrook: Farhio Khalif Somalia Yooth Link	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Community Engagement / Arlinda Westbrook: Farhio Khalif Somalia Yooth Link	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Party Communications / Arlinda Westbrook: MDHR/Elefa/CAO /MPd weekly update	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Party Communications / Arlinda Westbrook: Elefa/MPD/CAO/OPCR working meeting disciplinary matrix review	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 12/19/2024 - Team Member: Community Engagement / Arlinda Westbrook: Meeting with Michelle Phillips and UCMT about misconduct intake sites	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Technical Assistance / Eric Melancon: Monthly Meeting with EIS Team	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Party Communications / Julie Solomon: Meeting re: EIS/SSA/Benchmark with the parties	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Project Management: Party Communications / John Salomone: Appending 19 Dec 24 parties meeting with CAO's notes	0.25	\$100.00	\$25.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Policy Review / Bill Murphy: Conferred with MPD, MDHR, and CA Office on UOF policy changes.	1.50	\$280.00	\$420.00

Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Party Communications / Bill Murphy: Conferred with MPD, MDHR, and CA Office on MVV policy - gave advice on how to proceed. Prep prior to meeting reviewing changes to policy.	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Meeting Prep / Lisa Fink: Prepare for UOF workshopping call with parties	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Party Communications / Lisa Fink: Participate in UOF workshopping call parties	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Meeting Prep / Lisa Fink: Prepare for mission, vision, values, goals call with parties	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Party Communications / Lisa Fink: Participate in MVVG call with parties and follow-up call with ELEFA	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Fact Finding and Analysis / Lisa Fink: Research on the formatting for policies	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Party Communications / Lisa Fink: Call with Y Wilks, made and sent proposed edits to policy one-pager from MPD	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Technical Assistance / Eric Melancon: Coordination call with City CIO	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Policy Review / Eric Melancon: Review of notes on BWC from ELEFA	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Policy Review / Lisa Fink: Confer with E Melancon on BWC/ICC policy, and review of ELEFA comments on same policy	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Lead: Policy Review / David Douglass: Call with parties regarding mission vision, and values policy	1.00	\$350.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 12/20/2024 - Team Member: Community Engagement / Arlinda Westbrook: 12 Watch Management	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/21/2024 - Team Member: Party Communications / Arlinda Westbrook: Follow up meeting with Michelle Phillips OPCR	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 12/22/2024 - Team Lead: Policy Review / David Douglass: Review and revise mission vision, and values policy	2.00	\$350.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 12/22/2024 - Team Member: Party Communications / Arlinda Westbrook: Meeting with Commander Ali preparation for him leaving for training	2.00	\$280.00	\$560.00

Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Member: Party Communications / Mary Ann Viverette: Meeting with Wellness team to discuss year end RFP submission with J. Solomon	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Project Management: Party Communications / Julie Solomon: Meeting with MPD re: Wellness RFP's + Meeting re: CIT policy with MDHR	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Member: Meeting Prep / Lisa Fink: Prepare for call with MDHR on crisis intervention policy	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Member: Party Communications / Lisa Fink: Call with MDHR regarding crisis intervention policy	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Member: Party Communications / Lisa Fink: Participated in use of force workshop call with MPD and MDHR.	2.50	\$280.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Member: Document Review / Lisa Fink: Reviewed updated suggested edits by ELEFA on the mission, vision, values and goals	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Member: Policy Review / Bill Murphy: Evaluated MVV policy edits.	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Member: Training Observation and Review / Bill Murphy: Conferred with Sgt Hanneman on action items for training paragraphs.	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Member: Policy Review / Bill Murphy: Conferred with MPD, MDHR, and CA Office on UOF policy updates.	2.50	\$280.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Lead: Policy Review / David Douglass: Review and propose revisions to draft mission vision values policy	2.00	\$350.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Member: Report Prep / Arlinda Westbrook: Semi annual report prep	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Team Member: Policy Review / Arlinda Westbrook: IA/OPCR policy review	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 12/23/2024 - Project Management: Planning / Carolina Maberry: Executive Summary of the first Semi-Annual Progress Report	4.00	\$30.00	\$120.00
Service	[Y1] Independent Evaluator Year 1 - 12/27/2024 - Team Member: Training Observation and Review / Bill Murphy: Evaluated 2025 CIT 8-hour refresher course.	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 12/30/2024 - Team Member: Policy Review / Eric Melancon: Review of IA SOP for relevant portions related to data capture and systems of record	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/30/2024 - Team Member: Document Review / Lisa Fink: Conducted in-depth analysis and evaluation of IA/OPCR draft Investigations Standard Operating Procedure	6.00	\$280.00	\$1,680.00

Service	[Y1] Independent Evaluator Year 1 - 12/30/2024 - Team Member: Coordination Meeting / Lisa Fink: Confer with D Douglass and began review of edited Mission, Vision, Values statements	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 12/31/2024 - Project Management: Party Communications / John Salomone: MPD Reformstat meeting	1.00	\$100.00	\$100.00
Service	[Y1] Independent Evaluator Year 1 - 12/31/2024 - Team Member: Document Review / Lisa Fink: Continued in-depth evaluation of the IA and OPCR investigations standard operating procedure	3.00	\$280.00	\$840.00
Service	[Y1] Independent Evaluator Year 1 - 12/31/2024 - Team Member: Party Communications / Arlinda Westbrook: Reform Stat	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 12/31/2024 - Team Member: Community Engagement / Arlinda Westbrook: Meeting with Al Flowers	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 12/31/2024 - Team Member: Weekly ELEFA MPLS Team Check-in / Arlinda Westbrook	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 12/31/2024 - Team Member: Community Engagement / Arlinda Westbrook: Eric Won Chair of the Minnesota Public Safety Advisory Council	2.50	\$280.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 01/01/2025 - Team Lead: Team Communications / Julie Solomon: Email	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/01/2025 - Team Member: Document Review / Lisa Fink: Continued in-depth review and analysis of the IA and OPCR investigations standard operating procedure	2.25	\$280.00	\$630.00
Service	[Y1] Independent Evaluator Year 1 - 01/01/2025 - Team Member: Planning and Coordination / Lisa Fink: Response to and distribution of training and field training policies and SOP for ELEFA review.	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/01/2025 - Team Member: Policy Review / Lisa Fink: Conducted in-depth review and evaluation of chapter 2-100 regarding misconduct complaints, investigations and discipline.	3.25	\$280.00	\$910.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Project Management: Party Communications / John Salomone: Call to Jennifer Saunders and related follow-up actions on email attachments	0.75	\$100.00	\$75.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Policy Creation / Mary Ann Viverette: Meeting with MPD and City and A. Westbrook and L. Fink developing the IA/OPCR SOP and follow up call with L. Fink and IA personnel	3.00	\$280.00	\$840.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Project Management: Party Communications / John Salomone: Weekly parties meeting	0.75	\$100.00	\$75.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Policy Review / Mary Ann Viverette: Final review of IA OPCR SOP for submission per L. Fink	1.25	\$280.00	\$350.00

Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Party Communications / Mary Ann Viverette: Weekly update meeting with MDHR presented by MPD with updates	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Lead: Party Communications / David Douglass: Weekly Parties' meeting	0.75	\$350.00	\$262.50
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Coordination Meeting / Lisa Fink: Conferred with A Westbrook to prepare for meeting with IA and OPCR	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Party Communications / Lisa Fink: Participate in meeting with IA and OPCR regarding the investigations manuals	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Coordination Meeting / Lisa Fink: Conducted follow up meeting with ELEFA members regarding comments and progress on IA/OPCR investigations manual and next steps	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Policy Review / Lisa Fink: Conducted in-depth review and analysis of policy chapter 9-100 regarding adult arrests and citations.	2.50	\$280.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Policy Review / Lisa Fink: Conducted in-depth review and analysis of Transportation of Arrestees policy, 9-110	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Policy Review / Arlinda Westbrook: IA/OPCR/MCAO Working Meeting	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Policy Review / Arlinda Westbrook: IA Weekly meeting	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/02/2025 - Team Member: Party Communications / Arlinda Westbrook: Mpls/MDHR/Elefa Weekly Check in	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/03/2025 - Team Member: Policy Review / Mary Ann Viverette: Reviewed and commented on IA Policy per L. Fink	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/03/2025 - Team Member: Policy Review / Mary Ann Viverette: Reviewed and commented on Transporting Arrestees 9-110 per L. Fink.	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/03/2025 - Project Management: Party Communications / John Salomone: Parties' meeting follow-up	0.25	\$100.00	\$25.00
Service	[Y1] Independent Evaluator Year 1 - 01/03/2025 - Team Member: Policy Review / Eric Melancon: Review of IA SOP on Dashboard requirements	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/03/2025 - Team Member: Document Review / Lisa Fink: Reviewed ELEFA comments on IA/OPCR SOP and policy chapter 2-100	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/03/2025 - Team Member: Policy Review / Lisa Fink: Reviewed edits to Mission, Vision, Values & Goals	0.25	\$280.00	\$70.00

Service	[Y1] Independent Evaluator Year 1 - 01/03/2025 - Team Member: Policy Review / Lisa Fink: Reviewed UOF policies with open comments and sent to B Murphy for review.	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Team Communication / John Salomone: following up with Bill re: ATP/TNA	0.25	\$100.00	\$25.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Document Review / Eric Melancon: Review of updated collective bargaining agreement between City and Police Federation	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Data Review / Eric Melancon: Preliminary Review of Hours Worked Data provided by City/MPD	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Document Review / Julie Solomon: Phone call with Eric + Review CIT Refresher Training + IE comments on Training + Review Bill's comments on training + respond to policy questions from LF/MAV.	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Policy Review / Mary Ann Viverette: Reviewed and commented on CCPO recruitment Policy and Outreach Strategy for Michelle Phillips.	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Party Communications / Arlinda Westbrook: Meeting with OPCR Director Phillips	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Party Communications / Arlinda Westbrook: Observed the CCPO meeting	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Coordination Meeting / Arlinda Westbrook: Meeting with Carolina on Community Liason and Community Council	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Weekly ELEFA MPLS Team Check-in / Eric Melancon: Weekly meeting	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Policy Review / Lisa Fink: Finalized ELEFA comments on 9-110 and sent to MPD	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Policy Review / Lisa Fink: Reviewed and evaluated 2-100 updates from MPD	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Party Communications / Lisa Fink: Call with D Boody regarding UOF policy open items	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Coordination Meeting / Lisa Fink: Follow-ups with D Douglass and then B Murphy on pending issues in UOF policies to prepare for UOF call tomorrow.	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Policy Review / Bill Murphy: Evaluated UOF and FTO policies.	2.25	\$280.00	\$630.00

Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Training Observation and Review / Bill Murphy: Conferred with Sgt Hanneman and Director Williams on training and UOF paragraph action items and curriculum.	1.75	\$280.00	\$490.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Meeting Prep / Bill Murphy: Conferred with Lisa on UOF policy meeting.	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/06/2025 - Team Member: Community Engagement / Arlinda Westbrook: Meeting with Farhio Khalif Somali Youth Link Director	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Lead: Party Communications / Michael Harrison: Reform Stat	0.75	\$350.00	\$262.50
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Party Communications / John Salomone: Reformstat meeting	0.50	\$100.00	\$50.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Party Communications / Arlinda Westbrook: Reform Stat meeting	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Party Communications / Mary Ann Viverette: Reform Stat meeting with large group	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Party Communications / Julie Solomon: Team meeting with the MPD Wellness Unit + document review-prep for facilities meeting with the parties + meeting with EM to review preliminary data on work hours for MPD	2.25	\$280.00	\$630.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Project Management: Document Coding, Storage, and Management / John Salomone: Sharepoint document storage cleanup and organization	0.25	\$100.00	\$25.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Report Prep / Eric Melancon: Developed template for semi-annual progress reports to accommodate both State Agreement and Consent Decree requirements	2.50	\$280.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Data Review / Eric Melancon: Analysis of Hours Worked Data from 2022-2024	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Project Management: Meeting Prep / John Salomone: Weekly team meeting	0.50	\$100.00	\$50.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Coordination Meeting / Eric Melancon: Coordination with Julie Solomon on Approach to Hourly Data Analysis	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Weekly ELEFA MPLS Team Check-in / Julie Solomon	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Lead: Coordination Meeting / Michael Harrison: Weekly team meeting	1.25	\$350.00	\$437.50
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Project Management: Weekly ELEFA MPLS Team Check-in / John Salomone	1.25	\$100.00	\$125.00

Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Team Communication / Mary Ann Viverette: Weekly ELEFA meeting	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Coordination Meeting / Lisa Fink: Participate in internal call regarding draft Mission, Vision, Values, Goals	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Meeting Prep / Lisa Fink: Conducted follow-ups from MVVG meeting	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Coordination Meeting / Lisa Fink: Call with E Melancon regarding status of document reviews and coordination of implementation planning and SA reporting	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Meeting Prep / Lisa Fink: Prepared for UOF workshopping call with parties	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Party Communications / Lisa Fink: Participated in UOF policy workshopping call with parties	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Coordination Meeting / Lisa Fink: Participate in weekly ELEFA team meeting	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Policy Review / Lisa Fink: Finalized ELEFA comments on 2-100 policies and sent to MPD	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Document Review / Bill Murphy: Evaluated Training Advisory Committee (TAC) documents. Forward email to Director Williams.	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Document Review / Bill Murphy: Evaluated MVV and CDM policies. Conferred with David and Lisa on policies.	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Coordination Meeting / Bill Murphy: Conferred with Eric on DOJ-CD requirements.	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Policy Review / Bill Murphy: Conferred with MDHR, MPD, and CA Office on UOF policies updates.	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Lead: Planning and Coordination / David Douglass: Team meeting	1.00	\$350.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Coordination Meeting / Arlinda Westbrook: Meeting on community survey with David and Barb	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/07/2025 - Team Member: Coordination Meeting / Arlinda Westbrook: Meeting with Carolina community engagement updates	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Lead: Party Communications / Michael Harrison: Community Engagement weekly meeting	0.50	\$350.00	\$175.00

Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Coordination Meeting / Eric Melancon: Meeting with City/MPD on Facilities Plan implementation	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Data Review / Eric Melancon: Analysis of hourly work data 2022	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Party Communications / Julie Solomon: facilities, equipment and non-database technology plan Plan meeting with all the parties + prep + review IU weekly update materials + email	2.25	\$280.00	\$630.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Project Management: Party Communications / John Salomone: MPD weekly status update	0.75	\$100.00	\$75.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Party Communications / Mary Ann Viverette: ELEFA/MPD Implementation Weekly Team Meeting	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Lead: Party Communications / Michael Harrison: Implementation and process meeting: Facilities and Equipment and technology plan	1.00	\$350.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Lead: Party Communications / Michael Harrison: IA/FIT check-in	1.00	\$350.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Policy Review / Mary Ann Viverette: Review of Policy 9-100 with L. Fink and MPDS personnel	2.25	\$280.00	\$630.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Meeting Prep / Lisa Fink: Prepared for MPD/ELEFA weekly meeting	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Party Communications / Lisa Fink: Participated in MPD-ELEFA weekly meeting	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Party Communications / Lisa Fink: Participated in SSCA workshopping meeting on chapter 9-100 (arrests and citations)	2.25	\$280.00	\$630.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Planning and Coordination / Lisa Fink: Conducted follow-ups from from SSCA workshopping meeting.	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Party Communications / Bill Murphy: Conferred with CMD Brown on training updates and facility needs.	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Party Communications / Bill Murphy: Conferred with parties on implementation process, facilities, equipment, and data.	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Document Review / Bill Murphy: Evaluated ATP/TNA documents.	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Coordination Meeting / Bill Murphy: Conferred with Stephanie on ATP/TNA documents.	0.25	\$280.00	\$70.00

Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Community Engagement / Arlinda Westbrook: Follow up meeting Eric Won Chair of the Minnesota Public Safety Advisory Council	2.50	\$280.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Coordination Meeting / Arlinda Westbrook: Elefa/MPD Implementation unit meeting	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Party Communications / Arlinda Westbrook: Bi-Weekly IA/Fit/Elefa Progress check in	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Team Member: Party Communications / Arlinda Westbrook: Elefa/OPCR Weekly meeting	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/08/2025 - Project Management: Support to Community Relations / Carolina Maberry: Updated Auto-Responses for Community Partner and Community Orgs surveys	2.00	\$30.00	\$60.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Lead: Party Communications / Michael Harrison: ELEFA/MDHR meeting	0.75	\$350.00	\$262.50
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Lead: Party Communications / Michael Harrison: ELEFA/MDHR/MLPS weekly meeting	0.50	\$350.00	\$175.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Member: Planning and Coordination / Mary Ann Viverette: Panel discussion reviews - discussion on meeting all the requirements with MPD and E. Melancon and A. Westbrook	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Member: Party Communications / Mary Ann Viverette: MDHR/MPD/MCAO and ELEFA weekly check-in	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Member: Technical Assistance / Eric Melancon: Review of MPD strategy to fulfill QRP requirement under the Agreement and FRB requirement under the Decree	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Project Management: Party Communications / John Salomone: Weekly parties update	0.50	\$100.00	\$50.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Member: Party Communications / Julie Solomon: Meeting with MDHR re: 8 hour CIT refresher + email	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Member: Training Observation and Review / Bill Murphy: Conferred with MDHR on 2025 CIT 8-hour refresher. Conferred with CMD Brown after meeting.	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Lead: Party Communications / David Douglass: Parties's weekly meeting	0.50	\$350.00	\$175.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Member: Community Engagement / Arlinda Westbrook: Meeting with CUAPB	1.00	\$280.00	\$280.00

Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Member: Party Communications / Arlinda Westbrook: Update meeting Commander Wilks	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Member: Party Communications / Arlinda Westbrook: MDHR/Elefa meeting	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Member: Party Communications / Arlinda Westbrook: Review panel discussions with MPD implementation unit	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/09/2025 - Team Member: Party Communications / Arlinda Westbrook: Mpls/MDHr/Elefa weekly check in	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/10/2025 - Team Member: Document Review / Julie Solomon: Draft formal comments for CIT Refresher + internal/external email	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/10/2025 - Team Member: Party Communications / Mary Ann Viverette: Working group IA/OPCR SOP with MCAO and MPD	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/10/2025 - Team Member: Meeting Prep / Lisa Fink: Preparation for IA/OPCR SOP meeting	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/10/2025 - Team Member: Party Communications / Lisa Fink: IA/OPCR SOP workshopping meeting	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/10/2025 - Team Member: Coordination Meeting / Lisa Fink: Follow-up calls with A Westbrook regarding IA/OPCR document review process and timelines	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/10/2025 - Project Management: Party Communications / John Salomone: Jennifer Sanders email, following up from 9 Jan 25 parties' meeting	0.25	\$100.00	\$25.00
Service	[Y1] Independent Evaluator Year 1 - 01/10/2025 - Team Member: Planning and Coordination / Lisa Fink: Assessed policy project status and updated policy tracker	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/10/2025 - Team Lead: Planning and Coordination / David Douglass: Call with team re Tribune article re conflict	0.75	\$350.00	\$262.50
Service	[Y1] Independent Evaluator Year 1 - 01/10/2025 - Team Member: Party Communications / Arlinda Westbrook: IA/OPCR/MCAO working meeting	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Team Member: Document Review / Eric Melancon: Reviewed the requirements of the federal consent decree and compared to Settlement Agreement provisions	2.50	\$280.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Team Member: Planning and Coordination / Julie Solomon: Phone call with LF re: CIT policy and UoF scenarios + internal/external email	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Team Lead: Roll Calls and/or Ride Alongs / Michael Harrison: 1st Precinct Roll call and meeting with commander 8-10pm	2.00	\$350.00	\$700.00

Service	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Team Member: Party Communications / Lisa Fink: Participated in biweekly meeting with MPD Policy Team	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Team Member: Policy Review / Lisa Fink: In-depth review of search warrants policy (9-300) against SA requirements and other model policies	3.75	\$280.00	\$1,050.00
Service	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Team Lead: Analysis / David Douglass: Evaluate issues related to Department of Justice agreement	0.50	\$350.00	\$175.00
Service	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Team Member: Report Prep / Bill Murphy: Completed Activities Report.	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Team Member: Document Review / Bill Murphy: Evaluated the Field Training Officer (FTO) Manual.	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Team Member: Party Communications / Arlinda Westbrook: Discipline Matrix Policy working meeting	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Party Communications / Arlinda Westbrook: IA/Elefa update	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Planning and Coordination / Julie Solomon: Internal/external email + review formal comments on CIT Refresher and send to John to produce to the City	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Project Management: Party Communications / John Salomone: Reformstat meeting	1.75	\$100.00	\$175.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Lead: Party Communications / Michael Harrison: IA/ELEFA in-person meeting/Back log and processes 8-10am	2.00	\$350.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Lead: Party Communications / Michael Harrison: Reform Stat 10-11:40am	1.75	\$350.00	\$612.50
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Technical Assistance / Eric Melancon: Monthly EIS Meeting	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Weekly ELEFA MPLS Team Check-in / Eric Melancon: Weekly team meeting	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Party Communications / Arlinda Westbrook: Reform Stat	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Lead: Party Communications / Michael Harrison: Travel to meeting with Police Federation 12:30pm-2:30pm	2.00	\$350.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Project Management: Meeting Prep / John Salomone: Weekly team check-in	0.25	\$100.00	\$25.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Project Management: Weekly ELEFA MPLS Team Check-in / John Salomone	1.50	\$100.00	\$150.00

Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Weekly ELEFA MPLS Team Check-in / Julie Solomon	1.75	\$280.00	\$490.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Team Communication / Mary Ann Viverette: Weekly ELEFA Team meeting	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Lead: Coordination Meeting / Michael Harrison: Weekly team meeting 3:30-5pm	1.50	\$350.00	\$525.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Planning and Coordination / Julie Solomon: DOJ Community Meeting	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Lead: Party Communications / Michael Harrison: Meeting with Chief Ohara 5:30-7pm	1.50	\$350.00	\$525.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Policy Review / Lisa Fink: Continued in-depth review of arrest warrants policy (9-300)	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Coordination Meeting / Lisa Fink: Participated in ELEFA weekly team meeting	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Policy Review / Lisa Fink: Conducted in-depth review and analysis of training policy (2-500)	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Document Review / Lisa Fink: Began in-depth review and analysis of Field Training SOP against the SA requirements	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Lead: Coordination Meeting / David Douglass: Team meeting and follow up calls regarding report preparation	1.50	\$350.00	\$525.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Document Review / Bill Murphy: Evaluated settlement agreement paragraphs for compliance.	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Document Review / Bill Murphy: Evaluated FTO manual and conferred with CMD Brown on topics within manual.	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Report Prep / Bill Murphy: Completed letter to transmit CIT refresher training and conferred with Stephanie MDHR on training.	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Planning and Coordination / Bill Murphy: Conferred with Benchmark on UOF data systems.	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Party Communications / Bill Murphy: Conferred with ELEFA team on project status.	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Weekly ELEFA MPLS Team Check-in / Arlinda Westbrook	1.50	\$280.00	\$420.00

Service	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Team Member: Community Engagement / Arlinda Westbrook: Justice Department MPLS community meeting	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Lead: Party Communications / Michael Harrison: Community Engagement meeting 9-10am	1.00	\$350.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Technical Assistance / Eric Melancon: Reviewed questions from MPD on Performance Evaluations and the use of EIS	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Project Management: Party Communications / John Salomone: Transmitting feedback on 8-hr CIT Refresher Class	0.50	\$100.00	\$50.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Lead: Party Communications / Michael Harrison: Quarterly Review Panel: Discretionary searches 10a-12pm	2.00	\$350.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Lead: Party Communications / Michael Harrison: Officer focus group 5th Precinct 1-3pm	2.00	\$350.00	\$700.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Project Management: Party Communications / John Salomone: FTO SOP and Policy initial feedback update	0.25	\$100.00	\$25.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Project Management: Party Communications / John Salomone: Meeting with Brendan to preview the 01 and 02 Smartsheet replacements (aka Smartsheet 2.0)	0.75	\$100.00	\$75.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Project Management: Internal Meeting / John Salomone: ad hoc team meeting re: press	1.00	\$100.00	\$100.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Weekly ELEFA MPLS Team Check-in / Julie Solomon: Meeting to discuss news reports and Michaels site visit + internal email	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Party Communications / Mary Ann Viverette: Weekly meeting with OPCR and A. Westbrook	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Lead: Party Communications / Michael Harrison: Meeting with Director of Civil Rights Michelle Phillips 3-4:30pm	1.50	\$350.00	\$525.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Project Management: Party Communications / John Salomone: Request for information from MPD	0.25	\$100.00	\$25.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Document Review / Lisa Fink: Continued in-depth review and analysis of Field Training SOP	3.00	\$280.00	\$840.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Party Communications / Lisa Fink: Participated in use of force workshopping call with parties	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Coordination Meeting / Lisa Fink: Participated in ELEFA internal meeting	0.75	\$280.00	\$210.00

Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Lead: Party Communications / Michael Harrison: Post QRP feedback with Commander Wilks and Chief Ohara, travel to Federation meeting 1-2pm	1.00	\$350.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Team Communication / Mary Ann Viverette: ELEFA Team meeting	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Report Prep / Bill Murphy: Forwarded letter to transmit substantial compliance for Training Needs Assessment and Annual Training Plan. Reviewed my notes prior.	1.75	\$280.00	\$490.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Report Prep / Bill Murphy: Prepared memo on challenges to achieve compliance.	1.75	\$280.00	\$490.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Policy Review / Bill Murphy: Conferred with MDHR, MPD, and CA Office on UOF policy updates.	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Team Communication / Bill Murphy: Conferred with ELEFA team members to discuss media and potential consent decree.	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Party Communications / Arlinda Westbrook: Quarterly Review panel	2.00	\$280.00	\$560.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Party Communications / Arlinda Westbrook: Follow up meeting on QRP with MDHR	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Planning and Coordination / Arlinda Westbrook: QRP discussion with Harrison and Murphy	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Party Communications / Arlinda Westbrook: Elefa/OPCR weekly meeting	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Team Member: Coordination Meeting / Arlinda Westbrook: Mpls Elefa meeting	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Project Management: Party Communications / John Salomone: Correct CIT submission sent 15 Jan, including proofreading	0.50	\$100.00	\$50.00
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Project Management: Party Communications / John Salomone: Parties' weekly meeting and follow-up	1.25	\$100.00	\$125.00
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Team Member: Document Review / Julie Solomon	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Team Member: Report Prep / Eric Melancon: Reviewed feedback from City on semiannual report	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Team Member: Document Review / Eric Melancon: Review of Updated Data Plan	1.25	\$280.00	\$350.00

Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Team Member: Meeting Prep / Lisa Fink: Prepare for parties' call - reviewing weekly materials sent by IU, and reviewing paragraph requirements as applied to current timelines	1.25	\$280.00	\$350.00
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Team Member: Document Review / Lisa Fink: Continued in-depth review and analysis of Field Training Officer SOP	2.75	\$280.00	\$770.00
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Team Member: Party Communications / Lisa Fink: Participated in weekly call with parties.	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Team Lead: Party Communications / David Douglass: Weekly parties meeting	0.75	\$350.00	\$262.50
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Team Lead: Party Communications / David Douglass: Call with Ms. Wiersma regarding scheduling of training	0.25	\$350.00	\$87.50
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Team Lead: Analysis / David Douglass: Confer with Ms. Westbrook re City Council concerns	0.25	\$350.00	\$87.50
Service	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Team Member: Party Communications / Arlinda Westbrook: Mpls/MDHR/Elefa weekly check-in	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Party Communications / Mary Ann Viverette: A. Westbrook and I sat in on first OPCR Intake to review their process and heard cases	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Document Review / Julie Solomon: Meeting with MDHR re: CI/UOF training and CIT policy + internal email	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Project Management: Party Communications / John Salomone: Transmit TNA & ATP response to parties	0.75	\$100.00	\$75.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Party Communications / Eric Melancon: Biweekly meeting with CIO on SA progress	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Report Prep / Eric Melancon: Updated content and structure of semi annual report based on feedback from Parties	3.00	\$280.00	\$840.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Policy Review / Mary Ann Viverette: Reviewed 9-300 Search Warrant and Arrest Warrants policies per L. Fink	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Report Prep / Eric Melancon: Met with ELEFA to incorporate MDHR feedback on semiannual report	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Policy Review / Lisa Fink: Finalized ELEFA comments on 2-500 (training policy) and FTO SOP and sent to MPD	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Policy Review / Lisa Fink: Review updated edits to Crisis Intervention policy and added ELEFA comments	0.75	\$280.00	\$210.00

Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Party Communications / Lisa Fink: Participated in meeting with MDHR and other ELEFA members discussing status of Crisis Intervention policy and training.	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Policy Review / Lisa Fink: Follow-ups from meeting on crisis intervention policy	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Lead: Meeting Prep / David Douglass: Prepare for cabinet meeting	0.25	\$350.00	\$87.50
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Lead: Party Communications / David Douglass: Attend cabinet meeting	0.50	\$350.00	\$175.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Lead: Report Prep / David Douglass: Review and revise semi annual progress report	3.00	\$350.00	\$1,050.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Lead: Planning and Coordination / David Douglass: Prepare for February on-site meetings, and release of semi annual progress report	0.75	\$350.00	\$262.50
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Team Communication / Bill Murphy: Responded to multiple emails on UOF and FTO.	0.25	\$280.00	\$70.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Party Communications / Bill Murphy: Conferred with MDHR on CIT policy and training.	0.75	\$280.00	\$210.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Training Observation and Review / Bill Murphy: Evaluated UOF preliminary training documents.	0.50	\$280.00	\$140.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Party Communications / Arlinda Westbrook: OPCR Intake Case Presentation meeting	1.50	\$280.00	\$420.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Party Communications / Arlinda Westbrook: Mayoral Cabinet meeting	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Party Communications / Arlinda Westbrook: Semi-Annual Report meeting and review	1.00	\$280.00	\$280.00
Service	[Y1] Independent Evaluator Year 1 - 01/17/2025 - Team Member: Party Communications / Arlinda Westbrook: Mayoral cabinet meeting prep	0.50	\$280.00	\$140.00
Product	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Airfare / Michael Harrison	1.00	\$796.67	\$796.67
Product	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Airfare / Michael Harrison: Luggage receipt to Minneapolis	1.00	\$35.00	\$35.00
Product	[Y1] Independent Evaluator Year 1 - 01/13/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from airport to hotel	1.00	\$46.93	\$46.93
Product	[Y1] Independent Evaluator Year 1 - 01/13/2025 - Per Diem: Partial Day (day of travel) / Michael Harrison	1.00	\$59.25	\$59.25

Product	[Y1] Independent Evaluator Year 1 - 01/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from city hall to hotel	1.00	\$16.93	\$16.93
Product	[Y1] Independent Evaluator Year 1 - 01/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from city hall to meeting with union	1.00	\$10.97	\$10.97
Product	[Y1] Independent Evaluator Year 1 - 01/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: uber from hotel to meeting with Chief Ohara	1.00	\$10.93	\$10.93
Product	[Y1] Independent Evaluator Year 1 - 01/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: uber from union meeting to hotel	1.00	\$10.97	\$10.97
Product	[Y1] Independent Evaluator Year 1 - 01/14/2025 - Per Diem: Full Day / Michael Harrison	1.00	\$79.00	\$79.00
Product	[Y1] Independent Evaluator Year 1 - 01/15/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: uber from hotel to city hall 1-15	1.00	\$10.98	\$10.98
Product	[Y1] Independent Evaluator Year 1 - 01/15/2025 - Per Diem: Full Day / Michael Harrison	1.00	\$79.00	\$79.00
Product	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Airfare / Michael Harrison: Luggage receipt from Minneapolis	1.00	\$35.00	\$35.00
Product	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Lodging / Michael Harrison	1.00	\$531.42	\$531.42
Product	[Y1] Independent Evaluator Year 1 - 01/16/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from hotel to airport	1.00	\$36.92	\$36.92
Product	[Y1] Independent Evaluator Year 1 - 01/16/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: uber from hotel to city hall 1-14	1.00	\$9.98	\$9.98
Product	[Y1] Independent Evaluator Year 1 - 01/16/2025 - Per Diem: Partial Day (day of travel) / Michael Harrison	1.00	\$59.25	\$59.25

Subtotal **\$94,354.20**

Payments **-\$94,354.20**

Amount Due \$0.00

Notes

This invoice covers time worked and travel cost reimbursement for work on the dates shown as the Independent Evaluator for the Consent Judgment between the MDHR and the City of Minneapolis governing the reform of the Minneapolis Police Department. The Contract ID is COM0007874.