

INVOICE

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

Invoice ID **13**
PO Number **MPLMN-0000926499**
Issue Date **06/06/2025**
Due Date **07/06/2025 (Net 30)**
Subject **Effective Law Enforcement for All (Supplier 0000033526), Invoice for 18 March - 17 April 2025**

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

Item Type	Description	Quantity	Unit Price	Amount
Service	03/24/2025 - Meeting, Recurring: External / Eric Melancon: Monthly meeting on EIS updates	0.50	\$280.00	\$140.00
Service	03/24/2025 - Meeting, Recurring: Internal / John Salomone: Weekly PM meeting with David	0.25	\$100.00	\$25.00
Service	03/24/2025 - Meeting, Ad Hoc: External / Julie Solomon: EIS Party meeting	0.50	\$280.00	\$140.00
Service	03/24/2025 - Document review: Policies / Julie Solomon: Review ESP revisions + draft formal letter to parties + internal/external email	1.25	\$280.00	\$350.00
Service	03/24/2025 - Document review: Policies / Lisa Fink: Non-Discriminatory Policing policy review and communications with ELEFA members regarding NDP review	1.50	\$280.00	\$420.00
Service	03/24/2025 - Document review: Policies / Lisa Fink: Conducted IA/OPCR SOP review	1.00	\$280.00	\$280.00
Service	03/24/2025 - Document review: Policies / Lisa Fink: Confer with B Murphy and communications regarding use of force policy review.	1.00	\$280.00	\$280.00
Service	03/24/2025 - Document review: Policies / Lisa Fink: Finalize use of force policy review and sent to MPD	0.75	\$280.00	\$210.00
Service	03/24/2025 - Document review: Policies / Lisa Fink: Reviewing emergency medical response policy	0.25	\$280.00	\$70.00
Service	03/24/2025 - Meeting, Recurring: External / Lisa Fink: Participate in biweekly call with MPD policy team	1.25	\$280.00	\$350.00
Service	03/24/2025 - Progress Evaluation & Reporting / Bill Murphy: Completed and submitted weekly Activities Report.	0.25	\$280.00	\$70.00
Service	03/24/2025 - Document review: Training / Bill Murphy: Reviewed training paragraph notes and emails.	0.50	\$280.00	\$140.00
Service	03/24/2025 - Document review: Policies / Bill Murphy: Conferred with Lisa on UOF policy updates.	0.50	\$280.00	\$140.00

Service	03/24/2025 - Document review: Training / Bill Murphy: Conferred with Arlinda and CMD Brown on releasing the 2025 Annual Training Plan.	0.50	\$280.00	\$140.00
Service	03/24/2025 - Fact Finding & Analysis / Bill Murphy: Evaluated the 4-hour Field Training Officer (FTO) refresher class.	1.00	\$280.00	\$280.00
Service	03/24/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting and drafting of Community Partner scope of services with Carolina	2.00	\$280.00	\$560.00
Service	03/24/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting with League of Women voters Public Safety committee to review SA summary document.	0.50	\$280.00	\$140.00
Service	03/24/2025 - Community Engagement Activities / Carolina Maberry: Draft Scope of Services for Community Partner role	2.00	\$30.00	\$60.00
Service	03/25/2025 - Meeting, Recurring: External / John Salomone: Weekly Reformstat and follow-up	0.75	\$100.00	\$75.00
Service	03/25/2025 - Meeting, Recurring: External / Michael Harrison: Reform stat	0.50	\$350.00	\$175.00
Service	03/25/2025 - Document review: Reports & Other Documents / Eric Melancon: Coordinating with Julie on Plan reviews	0.25	\$280.00	\$70.00
Service	03/25/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly ELEFA Checkin	1.50	\$280.00	\$420.00
Service	03/25/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Meeting with EM re: ESP and Facilities meetings tomorrow with the parties + review MDHR and IE draft comments for prep	1.00	\$280.00	\$280.00
Service	03/25/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team check in	1.25	\$100.00	\$125.00
Service	03/25/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly team check in	1.50	\$280.00	\$420.00
Service	03/25/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team Meeting	1.50	\$280.00	\$420.00
Service	03/25/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly ELEFA team meeting	1.50	\$350.00	\$525.00
Service	03/25/2025 - Document review: Policies / Lisa Fink: Finalized non-discriminatory policing policies and sent to MPD	0.25	\$280.00	\$70.00
Service	03/25/2025 - Document review: Policies / Lisa Fink: Conduct review and rework of crisis intervention policy	2.00	\$280.00	\$560.00
Service	03/25/2025 - Meeting, Ad Hoc: External / Lisa Fink: Communications with MPD members regarding use of force and NDP policy updates	2.00	\$280.00	\$560.00
Service	03/25/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	1.50	\$280.00	\$420.00
Service	03/25/2025 - Document review: Training / Bill Murphy: Conferred with Dr. Williams on FTO lesson plan format.	0.50	\$280.00	\$140.00

Service	03/25/2025 - Document review: Training / Bill Murphy: Evaluated UOF Day-1 scenario scripts.	0.25	\$280.00	\$70.00
Service	03/25/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	1.50	\$280.00	\$420.00
Service	03/25/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform stat	1.00	\$280.00	\$280.00
Service	03/25/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: weekly team check in	2.00	\$280.00	\$560.00
Service	03/25/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting with UCMT	2.00	\$280.00	\$560.00
Service	03/25/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Planning meeting with CAO community engagement unit for next Community meeting	1.00	\$280.00	\$280.00
Service	03/25/2025 - Community Engagement Activities / David Douglass: Address UCMT role	1.50	\$350.00	\$525.00
Service	03/26/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting	1.00	\$350.00	\$350.00
Service	03/26/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with the Parties re: ESP revisions + prep	1.50	\$280.00	\$420.00
Service	03/26/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with the Parties re: Implementation of Facilities Plan + prep	2.00	\$280.00	\$560.00
Service	03/26/2025 - Document review: Reports & Other Documents / Julie Solomon: MPD training discussion on critical incident response on TEAMS before cancellation + review CI policy + comments + phone call with EM/MAV re: Facilities plan + internal/external email	1.25	\$280.00	\$350.00
Service	03/26/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Attended meeting on Facilities Response Plan Next steps	1.50	\$280.00	\$420.00
Service	03/26/2025 - Document review: Policies / Lisa Fink: Continued review and rework of crisis intervention policy	1.50	\$280.00	\$420.00
Service	03/26/2025 - Meeting, Ad Hoc: External / Lisa Fink: Various communications with MDHR, MPD members, and ELEFA members regarding remaining issues on use of force policies.	2.75	\$280.00	\$770.00
Service	03/26/2025 - Document review: Policies / Lisa Fink: Conduct review and rework of BWC and ICC policy	2.00	\$280.00	\$560.00
Service	03/26/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in meeting with MDHR about BWC/ICC policy	0.50	\$280.00	\$140.00
Service	03/26/2025 - Document review: Policies / Julie Solomon: Phone call with MH re: formal comments on ESP and Facilities Plan + draft formal letter on both Plans	1.00	\$280.00	\$280.00
Service	03/26/2025 - Meeting, Ad Hoc: External / Eric Melancon: Coordination meeting with Parties on Employee Wellness plan	1.00	\$280.00	\$280.00
Service	03/26/2025 - Meeting, Ad Hoc: External / Eric Melancon: Coordination meeting with Parties on Facilities Plan	1.50	\$280.00	\$420.00

Service	03/26/2025 - Meeting, Ad Hoc: External / Eric Melancon: Met with MDHR to discuss BWC policy feedback	0.50	\$280.00	\$140.00
Service	03/26/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MPD on Critical Incidents Communications Plan.	0.50	\$280.00	\$140.00
Service	03/26/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Facilities Committee on 1st Precinct renovation.	0.25	\$280.00	\$70.00
Service	03/26/2025 - Document review: Training / Bill Murphy: Conferred with Sgt. Hanneman on ABLE scenario training on UOF Day 3.	0.25	\$280.00	\$70.00
Service	03/26/2025 - Document review: Policies / Bill Murphy: Conferred with Lisa and Dan on UOF policy changes.	0.25	\$280.00	\$70.00
Service	03/26/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Katie (IU) and Jael on creating Critical Incident Communications Plan.	0.75	\$280.00	\$210.00
Service	03/26/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa Meeting	1.00	\$280.00	\$280.00
Service	03/26/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly meeting	1.50	\$280.00	\$420.00
Service	03/27/2025 - Document review: Reports & Other Documents / Julie Solomon: Draft formal letter re: Facilities Plan + internal/external email	1.00	\$280.00	\$280.00
Service	03/27/2025 - Report Preparation / Julie Solomon: Site Visit Prep/Priority Meetings + bi-annual report updates	1.00	\$280.00	\$280.00
Service	03/27/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Preparing and sending Equipment Support Plan response	0.75	\$100.00	\$75.00
Service	03/27/2025 - Document review: Policies / Lisa Fink: Review and edits to BWC policy	0.50	\$280.00	\$140.00
Service	03/27/2025 - Document review: Policies / Lisa Fink: Finalize comments on crisis intervention policy and sent to MPD	0.50	\$280.00	\$140.00
Service	03/27/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with parties regarding final edits to UOF policies	0.75	\$280.00	\$210.00
Service	03/27/2025 - Document review: Policies / Lisa Fink: Confer with M Harrison and reviewing final drafts of UOF policies.	0.50	\$280.00	\$140.00
Service	03/27/2025 - Document review: Policies / Lisa Fink: Drafting ELEFA's response to UOF policy compliance submission	1.75	\$280.00	\$490.00
Service	03/27/2025 - Planning / Lisa Fink: Coordinating policy reviews for 7-350 and 3-500s	0.25	\$280.00	\$70.00
Service	03/27/2025 - Report Preparation / Julie Solomon: Write bi-annual report + phone call with DD and MH	2.75	\$280.00	\$770.00
Service	03/27/2025 - Document review: Policies / Bill Murphy: Conferred with Lisa, Stephanie, and Sgt Hanneman regarding UOF policy on minors.	0.50	\$280.00	\$140.00
Service	03/27/2025 - Community Engagement Activities / Arlinda Westbrook: Elefa/MPD/CAO community engagement meeting	1.00	\$280.00	\$280.00

Service	03/27/2025 - Meeting, Party Principals / Arlinda Westbrook: Meeting CAO	0.50	\$280.00	\$140.00
Service	03/27/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting with CAO Community Engagement	0.25	\$280.00	\$70.00
Service	03/28/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Phone call with AW re: Wellness Unit + meeting with SWAT commander re: ¶1290 + prep + notes	2.75	\$280.00	\$770.00
Service	03/28/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Document submission tracker updates	0.50	\$100.00	\$50.00
Service	03/28/2025 - Fact Finding & Analysis / Eric Melancon: Meeting with MPD on SWAT operations	1.00	\$280.00	\$280.00
Service	03/28/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Preparing and sending IE responses to Crisis Intervention Policy; Equip, Facilities, and Non-database Tech Plan, UOF Policies	0.75	\$100.00	\$75.00
Service	03/28/2025 - Document review: Policies / Julie Solomon: Review and finalize compliance review and letter for CI policy, ESP, Facilities Plan + phone call with LF + revisions on the Community Resource Guide back to MPD	2.00	\$280.00	\$560.00
Service	03/28/2025 - Planning / Lisa Fink: Planning and coordination for policy reviews to be completed by the end of the reporting period	1.00	\$280.00	\$280.00
Service	03/28/2025 - Document review: Policies / Lisa Fink: Communications with ELEFA members and parties members regarding UOF compliance memo.	0.75	\$280.00	\$210.00
Service	03/28/2025 - Meeting, Ad Hoc: External / Lisa Fink: Communications with ELEFA members and party members regarding finalizing crisis intervention policy	1.50	\$280.00	\$420.00
Service	03/28/2025 - Document review: Policies / Lisa Fink: Drafting and finalizing compliance memo for crisis intervention policy	1.00	\$280.00	\$280.00
Service	03/28/2025 - Document review: Training / Bill Murphy: Conferred with CMD Brown on placing the 2025 ATP on the website. Reviewed the Medical Response policy.	0.75	\$280.00	\$210.00
Service	03/28/2025 - Admin: Other / Bill Murphy: Completed the 2025 CJIS training program and test to qualify for accessing MPD confidential files.	1.75	\$280.00	\$490.00
Service	03/28/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MPLs Civil Rights	1.50	\$280.00	\$420.00
Service	03/28/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: CM Aisha Chughtai Re: CCPO ordinance	0.50	\$280.00	\$140.00
Service	03/31/2025 - Meeting, Recurring: Internal / John Salomone: Weekly PM meeting - MPLS issues	1.00	\$100.00	\$100.00
Service	03/31/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Transmitting and storing IE Response to UoF Polices	1.00	\$100.00	\$100.00
Service	03/31/2025 - Document review: Policies / Eric Melancon: Coordination with Lisa and Danny on policy for BWC's	0.50	\$280.00	\$140.00

Service	03/31/2025 - Meeting, Ad Hoc: External / John Salomone: Cmdr Wilks, MDHR	0.25	\$100.00	\$25.00
Service	03/31/2025 - Admin: Systems Setup and Maintenance / John Salomone: Harvest Tasks poll	0.25	\$100.00	\$25.00
Service	03/31/2025 - Document review: Policies / Lisa Fink: Conducted initial review of ELEFA comments on Health & Wellness policy	0.25	\$280.00	\$70.00
Service	03/31/2025 - Report Preparation / Lisa Fink: Drafting and editing ELEFA semiannual report	3.75	\$280.00	\$1,050.00
Service	03/31/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with E Melancon regarding semiannual report and BWC policy review	0.25	\$280.00	\$70.00
Service	03/31/2025 - Document review: Policies / Lisa Fink: Reviewing ELEFA and MDHR comments on BWC policy	0.25	\$280.00	\$70.00
Service	03/31/2025 - Progress Evaluation & Reporting / Bill Murphy: Submitted weekly Activities Report.	0.25	\$280.00	\$70.00
Service	03/31/2025 - Meeting, Recurring: Internal / David Douglass: Project Management call with Mr. Salomone	1.50	\$350.00	\$525.00
Service	04/01/2025 - Admin: Other / Eric Melancon: Completed CJIS recertification training	0.50	\$280.00	\$140.00
Service	04/01/2025 - Meeting, Recurring: External / John Salomone: Weekly Reformstat	0.75	\$100.00	\$75.00
Service	04/01/2025 - Meeting, Recurring: External / Michael Harrison: Reform Stat	0.75	\$350.00	\$262.50
Service	04/01/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with the Wellness Team + Internal/External email + site visit meeting coordination	2.00	\$280.00	\$560.00
Service	04/01/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly team check in	2.00	\$280.00	\$560.00
Service	04/01/2025 - Meeting, Recurring: External / Mary Ann Viverette: Reform Stat	0.75	\$280.00	\$210.00
Service	04/01/2025 - Document review: Policies / Eric Melancon: Review of MDHR edits to BWC policy	0.50	\$280.00	\$140.00
Service	04/01/2025 - Technical Assistance to MPD or the City / Eric Melancon: Revision of BWC policy based on MDHR suggested edits	1.00	\$280.00	\$280.00
Service	04/01/2025 - Technical Assistance to MPD or the City / Eric Melancon: Creation of new Data Policy draft for BWCs and ICCs	0.50	\$280.00	\$140.00
Service	04/01/2025 - Technical Assistance to MPD or the City / Eric Melancon: Review of EIS request on historical data on misconduct cases	0.50	\$280.00	\$140.00
Service	04/01/2025 - Technical Assistance to MPD or the City / Eric Melancon: Coordination with Danny Murphy and Lisa on BWC policy edits	0.50	\$280.00	\$140.00
Service	04/01/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Wellness Team updates	1.00	\$280.00	\$280.00

Service	04/01/2025 - Document review: Data Sets / Eric Melancon: Review of hourly data analysis and report	0.25	\$280.00	\$70.00
Service	04/01/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly team	1.75	\$350.00	\$612.50
Service	04/01/2025 - Meeting, Recurring: Internal / John Salomone: Weekly Team Check In	2.25	\$100.00	\$225.00
Service	04/01/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly ELEFA team meeting	1.75	\$280.00	\$490.00
Service	04/01/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA team meeting	1.00	\$280.00	\$280.00
Service	04/01/2025 - Admin: Other / Lisa Fink: Completed CJIS recertification training course	1.00	\$280.00	\$280.00
Service	04/01/2025 - Report Preparation / Lisa Fink: Made additional edits to semiannual report	0.25	\$280.00	\$70.00
Service	04/01/2025 - Document review: Policies / Lisa Fink: Conducted thorough review of updates to 5-104 and 5-109 and settlement agreement requirement mapping on NDP.	0.75	\$280.00	\$210.00
Service	04/01/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review and made suggested edits to BWC/ICC policies	4.50	\$280.00	\$1,260.00
Service	04/01/2025 - Meeting, Recurring: Internal / Lisa Fink: Participated in ELEFA team meeting & follow-up with J Salomone	2.00	\$280.00	\$560.00
Service	04/01/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Coordination on part 9 review	0.50	\$280.00	\$140.00
Service	04/01/2025 - Admin: Other / Julie Solomon: CJIS TRAINING and certification	0.75	\$280.00	\$210.00
Service	04/01/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.00	\$280.00	\$280.00
Service	04/01/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly team meeting	2.00	\$280.00	\$560.00
Service	04/01/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting with UCMT	2.00	\$280.00	\$560.00
Service	04/01/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Lt Schoonover on UOF investigative case reviews backlog. Discussed reports and status. Prep prior reading reports.	2.00	\$280.00	\$560.00
Service	04/01/2025 - Planning / Bill Murphy: Researched UOFRB cases and procedures for upcoming site visit and meeting with Lt Schoonover and command staff.	1.50	\$280.00	\$420.00
Service	04/01/2025 - Admin: Scheduling and Coordination / Bill Murphy: Conducted site visit prep and emailed David my schedule of meetings during trip.	1.00	\$280.00	\$280.00
Service	04/01/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	2.00	\$280.00	\$560.00
Service	04/01/2025 - Meeting, Recurring: External / David Douglass: Reformstat meeting	0.75	\$350.00	\$262.50

Service	04/01/2025 - Meeting, Recurring: Internal / David Douglass: Team meeting	2.00	\$350.00	\$700.00
Service	04/01/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: follow up meeting with Michael/David/Eric to discuss data on ¶290	0.75	\$280.00	\$210.00
Service	04/02/2025 - Meeting, Recurring: External / Michael Harrison: Weekly Implementation Unit/ELEFA meeting	0.75	\$350.00	\$262.50
Service	04/02/2025 - Meeting, Recurring: External / John Salomone: Reformstat	0.50	\$100.00	\$50.00
Service	04/02/2025 - Meeting, Recurring: External / Michael Harrison: IA/OPCR bi-weekly check-in	1.50	\$350.00	\$525.00
Service	04/02/2025 - Document review: Training / Mary Ann Viverette: With Lily Hastings - lesson plan review with B. Murphy	1.00	\$280.00	\$280.00
Service	04/02/2025 - Technical Assistance to MPD or the City / Eric Melancon: Virtual call with OPCR to demonstrate inquiry/intake forms for new Case management system	1.50	\$280.00	\$420.00
Service	04/02/2025 - Document review: Policies / Lisa Fink: In-depth compliance review of IA/OPCR SOP	3.50	\$280.00	\$980.00
Service	04/02/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa and MPD implementation unit	1.00	\$280.00	\$280.00
Service	04/02/2025 - Meeting, Recurring: External / Arlinda Westbrook: Bi-Weekly IA/Fit/Elefa Progress Check in	2.00	\$280.00	\$560.00
Service	04/02/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly check-in	1.50	\$280.00	\$420.00
Service	04/02/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with Elefa and Commissioner Barnett	1.00	\$280.00	\$280.00
Service	04/02/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Lily (IU) on developing a 40-hour Internal Affairs Course. Prep for meeting prior.	1.50	\$280.00	\$420.00
Service	04/02/2025 - Report Preparation / Bill Murphy: Began updating the bi-annual report.	0.50	\$280.00	\$140.00
Service	04/03/2025 - Technical Assistance to MPD or the City / Eric Melancon: Meeting on UoF module development	0.50	\$280.00	\$140.00
Service	04/03/2025 - Meeting, Party Principals / John Salomone: Parties meeting	0.25	\$100.00	\$25.00
Service	04/03/2025 - Meeting, Party Principals / Michael Harrison: ELEFA/MDHR weekly check-in	0.25	\$350.00	\$87.50
Service	04/03/2025 - Fact Finding & Analysis / Julie Solomon: Mental Health Concerns for First Responder training	1.25	\$280.00	\$350.00
Service	04/03/2025 - Meeting, Party Principals / Arlinda Westbrook: Mpls/MDHR/Elefa Weekly Check-in	1.00	\$280.00	\$280.00
Service	04/03/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Eric and Benchmark on updating the UOF data systems. Had brief cc with Eric after meeting.	0.75	\$280.00	\$210.00

Service	04/03/2025 - Report Preparation / Bill Murphy: Worked on updating the training and UOF sections of the bi-annual report.	1.75	\$280.00	\$490.00
Service	04/04/2025 - Document review: Reports & Other Documents / Julie Solomon: Internal/external email + final Facilities letter to the parties	0.25	\$280.00	\$70.00
Service	04/04/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Edit, name, format, and transmit response to Equip, Non-database Tech, and Facilities Response Plan	0.50	\$100.00	\$50.00
Service	04/04/2025 - Report Preparation / Bill Murphy: Worked on updating the training and UOF sections of the bi-annual report.	2.50	\$280.00	\$700.00
Service	04/04/2025 - Fact Finding & Analysis / Arlinda Westbrook: OPCR Intake Case Presentations	2.00	\$280.00	\$560.00
Service	04/06/2025 - Document review: Policies / Lisa Fink: In-depth compliance review of IA/OPCR SOP	2.25	\$280.00	\$630.00
Service	04/06/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with A Westbrook regarding support to CCPO on policy	0.25	\$280.00	\$70.00
Service	04/06/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting w Director Phillips CCPO policy review committee	1.50	\$280.00	\$420.00
Service	04/06/2025 - Document review: Policies / Arlinda Westbrook: Meeting with Lisa on CCPO Policy review committee	0.50	\$280.00	\$140.00
Service	04/07/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Internal SSCA meeting w/Mary Ann and Lisa	1.00	\$350.00	\$350.00
Service	04/07/2025 - Document review: Policies / Mary Ann Viverette: SSCA policy review and meeting with L. Fink and M. Harrison	2.00	\$280.00	\$560.00
Service	04/07/2025 - Planning / Julie Solomon: Site Visit Prep	2.00	\$280.00	\$560.00
Service	04/07/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review of policy 9-200	4.00	\$280.00	\$1,120.00
Service	04/07/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Met with M Viverette and M Harrison to discuss pending issues in policy 9-200	1.00	\$280.00	\$280.00
Service	04/07/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with D Douglass regarding comments on 9-200	1.00	\$280.00	\$280.00
Service	04/07/2025 - Meeting, Recurring: External / Lisa Fink: Participate in biweekly meeting with MPD policy team	1.00	\$280.00	\$280.00
Service	04/07/2025 - Admin: Scheduling and Coordination / John Salomone	0.25	\$100.00	\$25.00
Service	04/07/2025 - Report Preparation / Bill Murphy: Worked on bi-annual report -called Eric for insight on partial compliance.	0.50	\$280.00	\$140.00
Service	04/07/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Katie (IU) on paragraph 116 focus groups and Lt Schoonover on UOFRB. Researched Internal Affairs courses at CAL POST.	0.75	\$280.00	\$210.00
Service	04/07/2025 - Report Preparation / David Douglass: Review Progress Report	2.00	\$350.00	\$700.00

Service	04/07/2025 - Meeting, Ad Hoc: External / David Douglass: Prepare for onsite meetings	2.00	\$350.00	\$700.00
Service	04/07/2025 - Meeting, Recurring: Internal / John Salomone: Weekly PM Meeting	0.50	\$100.00	\$50.00
Service	04/08/2025 - Fact Finding & Analysis / Julie Solomon: Site Visit: Meeting with the Wellness Unit; Reform Stat; P5 Walkthrough/Facilities Report Check; Supervisor Focus Group; P2 Walkthrough/Facilities Report Check + Team Debrief + Draft Site Visit Notes	9.50	\$280.00	\$2,660.00
Service	04/08/2025 - Report Preparation / Mary Ann Viverette: IA/OPCR with Arlinda and partially C. Mayberry	2.00	\$280.00	\$560.00
Service	04/08/2025 - Meeting, Recurring: External / John Salomone: Weekly reformstat meeting and followup	1.25	\$100.00	\$125.00
Service	04/08/2025 - Meeting, Recurring: External / Michael Harrison: Reform stat 10-11am	1.00	\$350.00	\$350.00
Service	04/08/2025 - Document review: Policies / Mary Ann Viverette: Review of revised Discipline Matrix in prep for today's meeting	1.00	\$280.00	\$280.00
Service	04/08/2025 - Admin: Systems Setup and Maintenance / John Salomone: review scheduling across orgs	1.00	\$100.00	\$100.00
Service	04/08/2025 - Report Preparation / Eric Melancon: Updated content for 2nd semi annual report	3.25	\$280.00	\$910.00
Service	04/08/2025 - Fact Finding & Analysis / Eric Melancon: Observed UKG demonstration of scheduling software used by Minneapolis Fire Department	1.00	\$280.00	\$280.00
Service	04/08/2025 - Document review: Policies / Mary Ann Viverette: Matrix draft with IA and A. Westbrook	1.00	\$280.00	\$280.00
Service	04/08/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Commander Brown 11a-12p	1.00	\$350.00	\$350.00
Service	04/08/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.50	\$280.00	\$420.00
Service	04/08/2025 - Technical Assistance to MPD or the City / Eric Melancon: Coordination call with IT Director	0.25	\$280.00	\$70.00
Service	04/08/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting, including prep and follow up	2.25	\$100.00	\$225.00
Service	04/08/2025 - Report Preparation / Michael Harrison: Year one report roll-out 1-3pm	2.00	\$350.00	\$700.00
Service	04/08/2025 - Community Engagement Activities / Michael Harrison: Implementation Unit presentation at Indian Directors Public safety meeting 3-4:30pm	1.50	\$350.00	\$525.00
Service	04/08/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA weekly	1.50	\$280.00	\$420.00
Service	04/08/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly team check in	1.50	\$280.00	\$420.00

Service	04/08/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: ELEFA debrief 5:30-7pm	1.50	\$350.00	\$525.00
Service	04/08/2025 - Report Preparation / Lisa Fink: Drafting and editing ELEFA semiannual report draft	0.50	\$280.00	\$140.00
Service	04/08/2025 - Document review: Policies / Lisa Fink: Conducted in-depth IA/OPCR SOP compliance review.	4.00	\$280.00	\$1,120.00
Service	04/08/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with S Wiersma regarding policy review planning	0.25	\$280.00	\$70.00
Service	04/08/2025 - Document review: Policies / Lisa Fink: Reviewing and commenting on Policy 9-200 (stops and searches)	0.25	\$280.00	\$70.00
Service	04/08/2025 - Meeting, Ad Hoc: External / Lisa Fink: Discussion with D Murphy regarding policy deadlines and larger workplan	0.50	\$280.00	\$140.00
Service	04/08/2025 - Report Preparation / Lisa Fink: Confer with E Melancon regarding semiannual report	0.50	\$280.00	\$140.00
Service	04/08/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA team meeting	1.50	\$280.00	\$420.00
Service	04/08/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with A Westbrook regarding CCPO policy reviews	0.25	\$280.00	\$70.00
Service	04/08/2025 - Report Preparation / Bill Murphy: Worked on bi-annual report updating training and UOF sections.	1.00	\$280.00	\$280.00
Service	04/08/2025 - Planning / Bill Murphy: Conducted on-site preparation of many reports and notes for upcoming trip.	1.50	\$280.00	\$420.00
Service	04/08/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	1.00	\$280.00	\$280.00
Service	04/08/2025 - Meeting, Recurring: External / David Douglass: Reform Stat meeting	0.50	\$350.00	\$175.00
Service	04/08/2025 - Fact Finding & Analysis / David Douglass: Evaluate implementation challenges	1.50	\$350.00	\$525.00
Service	04/08/2025 - Meeting, Ad Hoc: External / David Douglass: Meeting with City personnel re public communications issues, include Progress Report communications	1.75	\$350.00	\$612.50
Service	04/08/2025 - Meeting, Recurring: Internal / David Douglass: Team Meeting	1.75	\$350.00	\$612.50
Service	04/08/2025 - Meeting, Recurring: External / David Douglass: evaluate reform stat slides and meeting format	1.75	\$350.00	\$612.50
Service	04/08/2025 - Report Preparation / Arlinda Westbrook: Semi Annual report preparation	2.00	\$280.00	\$560.00
Service	04/08/2025 - Fact Finding & Analysis / Arlinda Westbrook: Observation Group intake meeting-IA	2.00	\$280.00	\$560.00
Service	04/08/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Discipline Matrix and Chronic Inefficiency Policy Meeting (On-site meeting)	1.00	\$280.00	\$280.00

Service	04/08/2025 - Report Preparation / Arlinda Westbrook: Year One Report Rollout	1.00	\$280.00	\$280.00
Service	04/08/2025 - Community Engagement Activities / Arlinda Westbrook: Metropolitan Urban Indian Directors (MUID)-Public Safety Committee meeting	1.50	\$280.00	\$420.00
Service	04/08/2025 - Document review: Reports & Other Documents / Carolina Maberry: IA OPCR Report Planning sessions with Arlinda Westbrook	3.00	\$30.00	\$90.00
Service	04/08/2025 - Document review: Reports & Other Documents / Carolina Maberry: CCPO Recruitment info review	2.00	\$30.00	\$60.00
Service	04/08/2025 - Document review: Data Sets / Carolina Maberry: Pulling all reports for IA, OPCR, and CCPO; reviewing for key relevant statistics re: reporting period	2.00	\$30.00	\$60.00
Service	04/08/2025 - Meeting, Recurring: Internal / Carolina Maberry: Weekly team meeting	1.00	\$30.00	\$30.00
Service	04/09/2025 - Meeting, Recurring: External / John Salomone: Weekly MPD meeting - [preempted by in-person meetings in MPLS]	0.25	\$100.00	\$25.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Attended facilities plan update with J. Solomon	1.00	\$280.00	\$280.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Michael Harrison: Mayor's community cabinet meeting 9-11am	2.00	\$350.00	\$700.00
Service	04/09/2025 - Report Preparation / Eric Melancon: Updated content for 2nd semi annual report	2.00	\$280.00	\$560.00
Service	04/09/2025 - Admin: Systems Setup and Maintenance / John Salomone: CJIS Recertification; team reminders; storage of recertification certificates	1.25	\$100.00	\$125.00
Service	04/09/2025 - Document review: Training / Mary Ann Viverette: EIS training development	0.50	\$280.00	\$140.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with EIS team/Julie 11am-12pm	1.00	\$350.00	\$350.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Michael Harrison: IA/OPCR policy 12:30-1:30pm	1.00	\$350.00	\$350.00
Service	04/09/2025 - Technical Assistance to MPD or the City / Mary Ann Viverette: IA/OPCR training for SOP	0.75	\$280.00	\$210.00
Service	04/09/2025 - Document review: Reports & Other Documents / Mary Ann Viverette: Review read out of SA and CD overlaps and issues	1.00	\$280.00	\$280.00
Service	04/09/2025 - Planning / Michael Harrison: SA/CD readout and planning meeting 1:30-3pm	1.50	\$350.00	\$525.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Julie Solomon: Equipment/Tech/Facilities Response Plan meeting; Meeting with Cmdr. Reisdorfer; Meeting with EIS team; ELEFA P1 Walkthrough; Mpls/ELEFA Settlement Agreement/Consent Decree meeting; ELEFA Demo Policy Management System; Meeting with Commissioner Barnett; Team Debrief.	10.00	\$280.00	\$2,800.00

Service	04/09/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Debriefing 5-6pm	1.00	\$350.00	\$350.00
Service	04/09/2025 - Community Engagement Activities / Michael Harrison: CUAPB meeting 6:30-8pm	1.50	\$350.00	\$525.00
Service	04/09/2025 - Document review: Policies / Lisa Fink: Continued review of IA/OPCR SOP	1.50	\$280.00	\$420.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with M Phillips regarding OPCR and CCPO policy work and IA/OPCR SOP	1.00	\$280.00	\$280.00
Service	04/09/2025 - Report Preparation / Lisa Fink: Continued editing ELEFA semiannual report	1.00	\$280.00	\$280.00
Service	04/09/2025 - Fact Finding & Analysis / Lisa Fink: Attended policy software demonstration provided by MPD	0.50	\$280.00	\$140.00
Service	04/09/2025 - Document review: Policies / Lisa Fink: Reviewed MDHR comments on NDP and PJ policies	0.50	\$280.00	\$140.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with S Wiersma regarding NDP and PJ policy comments	0.25	\$280.00	\$70.00
Service	04/09/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call w A Westbrook regarding policy reviews and CCPO support	0.25	\$280.00	\$70.00
Service	04/09/2025 - Document review: Policies / Lisa Fink: Began review of training policy 2-500s	0.25	\$280.00	\$70.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CMD Brown	1.00	\$280.00	\$280.00
Service	04/09/2025 - Document review: Training / Bill Murphy: Evaluated RFP for supervisor leadership training. Had meeting with vendor to discuss design of training.	1.50	\$280.00	\$420.00
Service	04/09/2025 - Document review: Training / Bill Murphy: Evaluated UOF Day 2 training documents.	1.00	\$280.00	\$280.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MPD on EIS and Wellness training.	1.00	\$280.00	\$280.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Lily and Russell on IA 40-hour course.	1.00	\$280.00	\$280.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MPD and MDHR on settlement agreement status.	1.00	\$280.00	\$280.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MPD on new policy software.	1.00	\$280.00	\$280.00
Service	04/09/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with ELEFA Team on debrief of site visit.	0.50	\$280.00	\$140.00
Service	04/09/2025 - Fact Finding & Analysis / David Douglass: onsite meetings concerning integration of consent decree with settlement agreement, employee wellness, IA and OPCR backlog and other implementation issues	5.00	\$350.00	\$1,750.00
Service	04/09/2025 - Meeting, Recurring: External / David Douglass: Meeting with Commissioner Barnette re implementation update and forecast	1.00	\$350.00	\$350.00

Service	04/09/2025 - Meeting, Ad Hoc: External / David Douglass: Meeting re Data Practices Act request	1.00	\$350.00	\$350.00
Service	04/09/2025 - Planning / David Douglass: coordinate team onsite and other team tasks	1.00	\$350.00	\$350.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with Mayor's Community Cabinet	2.00	\$280.00	\$560.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Mayor's Cabinet Meeting	1.00	\$280.00	\$280.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MPD EIS team	1.00	\$280.00	\$280.00
Service	04/09/2025 - Document review: Training / Arlinda Westbrook: IA Misconduct training plan discussion	1.00	\$280.00	\$280.00
Service	04/09/2025 - Meeting, Party Principals / Arlinda Westbrook: City-Elefa-MDHR Settlement Agreement/Consent Decree Readout and Planning Meeting	1.00	\$280.00	\$280.00
Service	04/09/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa and Commissioner Barnett and Public safety team	1.00	\$280.00	\$280.00
Service	04/09/2025 - Community Engagement Activities / Arlinda Westbrook: CUAPB Consent Decree Workgroup	1.50	\$280.00	\$420.00
Service	04/10/2025 - Report Preparation / Julie Solomon: Review/Draft Site Visit Notes/ Review BCR Data/Internal/External Email/Progress Report Writing	3.00	\$280.00	\$840.00
Service	04/10/2025 - Fact Finding & Analysis / Mary Ann Viverette: OPCR weekly and a case review	1.00	\$280.00	\$280.00
Service	04/10/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Matrix meeting with IA staff	0.75	\$280.00	\$210.00
Service	04/10/2025 - Fact Finding & Analysis / Mary Ann Viverette: IA Group Intake observation	1.50	\$280.00	\$420.00
Service	04/10/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with Elefa and OPCR sensitive case review	1.00	\$280.00	\$280.00
Service	04/10/2025 - Community Engagement Activities / Arlinda Westbrook: Elefa Community Partner and Liason Council General Information Meeting	2.00	\$280.00	\$560.00
Service	04/10/2025 - Document review: Policies / Mary Ann Viverette: SOP review with A. Westbrook and L. Fink	1.50	\$280.00	\$420.00
Service	04/10/2025 - Document review: Policies / Lisa Fink: Continued review of training policy 2-500s	1.00	\$280.00	\$280.00
Service	04/10/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Boody regarding NDP and PJ policies	1.00	\$280.00	\$280.00
Service	04/10/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Meet with A Westbrook and M Viverette to review ELEFA comments on IA/OPCR SOP	1.50	\$280.00	\$420.00
Service	04/10/2025 - Document review: Policies / Lisa Fink: Finalized comments on IA/OPCR SOP and sent to parties.	1.00	\$280.00	\$280.00

Service	04/10/2025 - Document review: Policies / Lisa Fink: Review of FTO SOP	3.25	\$280.00	\$910.00
Service	04/10/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with M Harrison to provide updates on policy reviews	0.25	\$280.00	\$70.00
Service	04/10/2025 - Report Preparation / Eric Melancon: Updated content for 2nd semi annual report	1.50	\$280.00	\$420.00
Service	04/10/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly debrief meeting with Lisa 3-3:30pm	0.50	\$350.00	\$175.00
Service	04/10/2025 - Report Preparation / Bill Murphy: Worked on updating the bi-annual report. Updated UOF and training sections.	1.00	\$280.00	\$280.00
Service	04/10/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MPD on critical incidents training.	1.00	\$280.00	\$280.00
Service	04/10/2025 - Document review: Policies / Bill Murphy: Conferred with MPD on critical incidents policy and plan.	1.00	\$280.00	\$280.00
Service	04/10/2025 - Fact Finding & Analysis / Bill Murphy: Conferred with Jenn and Sgt Brown on LEFTA, A Tracks, and MTRE software at Academy. Given tutorial on the different software.	2.00	\$280.00	\$560.00
Service	04/10/2025 - Document review: Training / Bill Murphy: Conferred with Sgt Hannemann on UOF Day -2 training. Gave overview of the class.	1.00	\$280.00	\$280.00
Service	04/10/2025 - Fact Finding & Analysis / Bill Murphy: Conferred with CMD Brown on status of various training programs. Walked around Academy and observed some scenario training.	2.00	\$280.00	\$560.00
Service	04/10/2025 - Meeting, Ad Hoc: External / David Douglass: Meeting with Mr. LaFranchi re Project Management	0.75	\$350.00	\$262.50
Service	04/10/2025 - Meeting, Ad Hoc: External / David Douglass: Meeting with Ms. Anderson-Keller re implementation update and forecast	0.75	\$350.00	\$262.50
Service	04/10/2025 - Fact Finding & Analysis / David Douglass: 5P roll call	1.00	\$350.00	\$350.00
Service	04/10/2025 - Meeting, Ad Hoc: External / David Douglass: Meeting with CAO re implementation updates and forecasts	0.50	\$350.00	\$175.00
Service	04/10/2025 - Community Engagement Activities / David Douglass: UCMT Meeting	1.50	\$350.00	\$525.00
Service	04/10/2025 - Report Preparation / David Douglass: Review draft Progress Report	3.00	\$350.00	\$1,050.00
Service	04/10/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Discipline Matrix and Policy Follow up	1.00	\$280.00	\$280.00
Service	04/10/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Group Intake Meeting	1.50	\$280.00	\$420.00
Service	04/10/2025 - Document review: Policies / Arlinda Westbrook: IA/OPCR Sop Internal meeting	2.00	\$280.00	\$560.00
Service	04/10/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting on Community Partner internal	1.00	\$280.00	\$280.00

Service	04/11/2025 - Document review: Reports & Other Documents / Julie Solomon	0.75	\$280.00	\$210.00
Service	04/11/2025 - Meeting, Ad Hoc: External / Michael Harrison: Mayor's cabinet meeting	0.25	\$350.00	\$87.50
Service	04/11/2025 - Fact Finding & Analysis / Mary Ann Viverette: Sat in on OPCR Intakes 7 cases with OPCR Team and Attorney Sam Pallini	2.00	\$280.00	\$560.00
Service	04/11/2025 - Report Preparation / Eric Melancon: Updated content for 2nd semi annual report	2.75	\$280.00	\$770.00
Service	04/11/2025 - Meeting, Ad Hoc: External / Eric Melancon: Coordination Call with IT Director	0.50	\$280.00	\$140.00
Service	04/11/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with S Wiersma regarding SSCA policy review	0.25	\$280.00	\$70.00
Service	04/11/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Internal calls and communications with ELEFA members regarding SSCA policy review and policy discussion points.	1.00	\$280.00	\$280.00
Service	04/11/2025 - Document review: Policies / Lisa Fink: Drafted ELEFA response memo for policy 7-350	0.50	\$280.00	\$140.00
Service	04/11/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review of FTO SOP	2.00	\$280.00	\$560.00
Service	04/11/2025 - Planning / Lisa Fink: Continued planning and discussions on 9-200 issues and review	0.50	\$280.00	\$140.00
Service	04/11/2025 - Technical Assistance to MPD or the City / Lisa Fink: Created FTO SOP template	0.75	\$280.00	\$210.00
Service	04/11/2025 - Report Preparation / Lisa Fink: Continued work on updated semiannual report draft	0.50	\$280.00	\$140.00
Service	04/11/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Lt Schoonover and discussed roles and responsibilities of UOFRB members. Prep for meeting prior.	2.00	\$280.00	\$560.00
Service	04/11/2025 - Technical Assistance to MPD or the City / Bill Murphy: Conferred with Exceptional Edge Consulting and MPD on building the 32-hours non-discriminatory and SSCA training. All day long discussions of training outline and key points of the training.	6.00	\$280.00	\$1,680.00
Service	04/11/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with CAO	1.50	\$280.00	\$420.00
Service	04/11/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with Commander Wilks	0.50	\$280.00	\$140.00
Service	04/11/2025 - Fact Finding & Analysis / Carolina Maberry: Fact finding for Part 10: accountability	1.00	\$30.00	\$30.00
Service	04/11/2025 - Report Preparation / Carolina Maberry: Review of previous report	1.00	\$30.00	\$30.00
Service	04/13/2025 - Report Preparation / Mary Ann Viverette: 2nd Semi-Annual Report review and edit	1.00	\$280.00	\$280.00

Service	04/13/2025 - Document review: Policies / Bill Murphy: Evaluated equipment policy and FTO SOP. Organized site visits notes and activities.	2.00	\$280.00	\$560.00
Service	04/14/2025 - Document review: Policies / Eric Melancon: Updated BWC policy edits based on internal ELEFA review and MDHR Feedback	1.50	\$280.00	\$420.00
Service	04/14/2025 - Meeting, Ad Hoc: External / Eric Melancon: Coordination call with Danny Murphy on BWC policy	0.75	\$280.00	\$210.00
Service	04/14/2025 - Meeting, Recurring: Internal / John Salomone: Weekly PM meeting + Michael, Arlinda, Mary Ann	1.00	\$100.00	\$100.00
Service	04/14/2025 - Meeting, Recurring: Internal / Michael Harrison: Project management meeting	1.00	\$350.00	\$350.00
Service	04/14/2025 - Report Preparation / Eric Melancon: Updates to semi annual report content	1.50	\$280.00	\$420.00
Service	04/14/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: Leadership team meeting on Project Management and updates from last week's meetings	0.75	\$280.00	\$210.00
Service	04/14/2025 - Meeting, Ad Hoc: External / Julie Solomon: EIS meeting with the parties + phone call with LF re: AR and policy + internal/external email	1.50	\$280.00	\$420.00
Service	04/14/2025 - Meeting, Ad Hoc: External / Eric Melancon: Discussion with City Attorney on EIS issues	0.50	\$280.00	\$140.00
Service	04/14/2025 - Report Preparation / Mary Ann Viverette: IA/OPCR Quarterly report with Carolina	1.00	\$280.00	\$280.00
Service	04/14/2025 - Report Preparation / Julie Solomon: Bi-Annual Report Writing	1.00	\$280.00	\$280.00
Service	04/14/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Prep and transmit MVVG Policy Letter	0.50	\$100.00	\$50.00
Service	04/14/2025 - Document review: Policies / Lisa Fink: Update and follow-ups on 7-350 IE memo	0.25	\$280.00	\$70.00
Service	04/14/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with B Murphy regarding FTO SOP review	0.25	\$280.00	\$70.00
Service	04/14/2025 - Document review: Policies / Lisa Fink: Continued review of FTO SOP and training policy, sent to MPD.	1.50	\$280.00	\$420.00
Service	04/14/2025 - Meeting, Ad Hoc: External / Lisa Fink: Calls with D Murphy to discuss timeline planning for year two policies	1.75	\$280.00	\$490.00
Service	04/14/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer J Solomon regarding behavioral health response, EIS policy, and H&W policy review	0.50	\$280.00	\$140.00
Service	04/14/2025 - Meeting, Ad Hoc: Internal / David Douglass: Call with Ms. Harding re survey planning	0.75	\$350.00	\$262.50
Service	04/14/2025 - Report Preparation / Arlinda Westbrook: Accountability/Community Engagement Report preparation	3.00	\$280.00	\$840.00

Service	04/14/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Mpls Project Management meeting	1.00	\$280.00	\$280.00
Service	04/14/2025 - Document review: Reports & Other Documents / Arlinda Westbrook: Accountability Report Final Editing	1.50	\$280.00	\$420.00
Service	04/14/2025 - Report Preparation / Carolina Maberry: Part 10: Accountability meetings, drafting, and tracking down correct figures for time frame	4.00	\$30.00	\$120.00
Service	04/14/2025 - Report Preparation / Carolina Maberry: Community Engagement ELEFA summary of reporting period, review of SA requirements, drafting	2.00	\$30.00	\$60.00
Service	04/15/2025 - Report Preparation / Mary Ann Viverette: Edits and review call with Mayberry and Westbrook on IA/OPCR final semi annual and community engagement section	1.50	\$280.00	\$420.00
Service	04/15/2025 - Meeting, Recurring: External / Michael Harrison: Reform stat	0.75	\$350.00	\$262.50
Service	04/15/2025 - Meeting, Recurring: External / John Salomone: Reformstat	0.75	\$100.00	\$75.00
Service	04/15/2025 - Meeting, Ad Hoc: External / Eric Melancon: Met with MDHR on report related to paragraph 378	0.50	\$280.00	\$140.00
Service	04/15/2025 - Document review: Policies / Eric Melancon: Internal memo on paragraph 378 compliance review	1.00	\$280.00	\$280.00
Service	04/15/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Internal meeting: Stops and consent searches	1.00	\$350.00	\$350.00
Service	04/15/2025 - Document review: Policies / Mary Ann Viverette: Meeting about pedestrian and vehicle stops to interpret development of policy in relation to the SA with Harrison, Westbrook, Fink and Murphy	1.00	\$280.00	\$280.00
Service	04/15/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with Wellness Unit + review IU's weekly update + review of executive steering committee minutes for last three months + review of Health, Wellness and Safety policy + email	2.25	\$280.00	\$630.00
Service	04/15/2025 - Meeting, Recurring: External / Mary Ann Viverette: Wellness Team bi-weekly check in with J. Solomon	0.75	\$280.00	\$210.00
Service	04/15/2025 - Meeting, Recurring: Internal / John Salomone: Weekly Team check in	2.50	\$100.00	\$250.00
Service	04/15/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly team check in	2.00	\$280.00	\$560.00
Service	04/15/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly team meeting	2.00	\$350.00	\$700.00
Service	04/15/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: Weekly meeting - left a bit earlier than others	1.50	\$280.00	\$420.00
Service	04/15/2025 - Report Preparation / Eric Melancon: Updated content for 2nd semi annual report	2.00	\$280.00	\$560.00
Service	04/15/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly Team Meeting	1.50	\$280.00	\$420.00

Service	04/15/2025 - Meeting Prep / Lisa Fink: Prep for internal call about consent searches prohibition	0.50	\$280.00	\$140.00
Service	04/15/2025 - Meeting Prep / Lisa Fink: Review of H&W policy and policy mapping against SA; reviewed officer feedback	1.75	\$280.00	\$490.00
Service	04/15/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with ELEFA members regarding SA paragraph 143	1.00	\$280.00	\$280.00
Service	04/15/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed IU weekly slide presentation	0.25	\$280.00	\$70.00
Service	04/15/2025 - Document review: Policies / Lisa Fink: Reviewed 9-100 and 9-110	1.25	\$280.00	\$350.00
Service	04/15/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	2.00	\$280.00	\$560.00
Service	04/15/2025 - Document review: Policies / Bill Murphy: Conferred with Micheal, Arlinda, and Lisa on Ped stops and consent searches.	1.00	\$280.00	\$280.00
Service	04/15/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Danny Murphy on training and policy timelines.	0.75	\$280.00	\$210.00
Service	04/15/2025 - Document review: Training / Bill Murphy: Evaluated UOF Day-2 curriculum.	0.50	\$280.00	\$140.00
Service	04/15/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	2.00	\$280.00	\$560.00
Service	04/15/2025 - Report Preparation / Arlinda Westbrook: Final Semi Annual Report review and editing	1.00	\$280.00	\$280.00
Service	04/15/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat-Weekly Check Ins	1.00	\$280.00	\$280.00
Service	04/15/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with CAO on IA/OpCr issues	1.00	\$280.00	\$280.00
Service	04/15/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly team check in	2.00	\$280.00	\$560.00
Service	04/15/2025 - Report Preparation / Carolina Maberry: Report writing and edits w/ Arlinda Westbrook	3.00	\$30.00	\$90.00
Service	04/15/2025 - Meeting, Recurring: Internal / Carolina Maberry: Weekly team meeting	1.00	\$30.00	\$30.00
Service	04/16/2025 - Report Preparation / Julie Solomon: Finalize report revisions and review + comments/revisions on Health and Wellness Policy cont.	1.00	\$280.00	\$280.00
Service	04/16/2025 - Report Preparation / Mary Ann Viverette: Review and comment on 2nd Semi-annual report	0.75	\$280.00	\$210.00
Service	04/16/2025 - Meeting, Recurring: External / Michael Harrison: Bi-weekly AI/FIT ELEFA check-in 11a-12pm	1.00	\$350.00	\$350.00
Service	04/16/2025 - Meeting, Recurring: External / Mary Ann Viverette: Bi-weekly FIT update meeting with IA leads	1.00	\$280.00	\$280.00

Service	04/16/2025 - Fact Finding & Analysis / Mary Ann Viverette: OPCR Weekly and case review	1.00	\$280.00	\$280.00
Service	04/16/2025 - Document review: Policies / Mary Ann Viverette: 9-101 reviews	0.75	\$280.00	\$210.00
Service	04/16/2025 - Progress Evaluation & Reporting / Eric Melancon: Development of compliance status dashboard	4.25	\$280.00	\$1,190.00
Service	04/16/2025 - Meeting, Ad Hoc: External / Eric Melancon: Coordination call with Danny Murphy on BWC policy	0.25	\$280.00	\$70.00
Service	04/16/2025 - Document review: Policies / Lisa Fink: Review ELEFA comments on health and wellness policy	0.50	\$280.00	\$140.00
Service	04/16/2025 - Meeting Prep / Lisa Fink: Prepare for collaboration session with MPD on FTO SOP	0.50	\$280.00	\$140.00
Service	04/16/2025 - Workshopping Session: Policy Development / Lisa Fink: Participate in collaboration session with MPD on FTO SOP and training policy	1.00	\$280.00	\$280.00
Service	04/16/2025 - Technical Assistance to MPD or the City / Bill Murphy: Conferred with California law enforcement agencies obtaining IA Course curriculum.	0.50	\$280.00	\$140.00
Service	04/16/2025 - Report Preparation / Bill Murphy: Worked on semi-annual report updating training and UOF sections.	1.50	\$280.00	\$420.00
Service	04/16/2025 - Document review: Policies / Bill Murphy: Conferred with Dr. Williams, Celia, and Lisa on FTO-SOP.	1.25	\$280.00	\$350.00
Service	04/16/2025 - Document review: Training / Bill Murphy: Conferred with Lily and Russell on IA course creation. Prep prior.	1.50	\$280.00	\$420.00
Service	04/16/2025 - Report Preparation / Bill Murphy: Worked on semi-annual report.	1.00	\$280.00	\$280.00
Service	04/16/2025 - Meeting, Recurring: External / Arlinda Westbrook: Bi-Weekly IA/Fit/Elefa Progress Check in	1.00	\$280.00	\$280.00
Service	04/16/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly Meeting	1.00	\$280.00	\$280.00
Service	04/16/2025 - Document review: Training / Arlinda Westbrook: Training Plan Discussion	1.50	\$280.00	\$420.00
Service	04/16/2025 - Report Preparation / Carolina Maberry: Report Graphics: Sankey diagram, table, Organization map	3.00	\$30.00	\$90.00
Service	04/17/2025 - Meeting, Ad Hoc: External / Julie Solomon: Employee Support Plan Meeting with Parties	1.50	\$280.00	\$420.00
Service	04/17/2025 - Document review: Reports & Other Documents / John Salomone: 2nd semiannual report review	1.50	\$100.00	\$150.00
Service	04/17/2025 - Meeting, Ad Hoc: External / Michael Harrison: MPD Implementation coordination meeting with David and Danny Murphy	1.75	\$350.00	\$612.50
Service	04/17/2025 - Technical Assistance to MPD or the City / Eric Melancon: Weekly update meeting on UOF Module	0.50	\$280.00	\$140.00

Service	04/17/2025 - Workshopping Session: Policy Development / Eric Melancon: Participated in workshop on Employee Support Plan	1.50	\$280.00	\$420.00
Service	04/17/2025 - Document review: Policies / Eric Melancon: Review of BWC policy edits and comments with Lisa	0.50	\$280.00	\$140.00
Service	04/17/2025 - Meeting, Party Principals / John Salomone: Parties' meeting - very quick meeting, only 8 min	0.25	\$100.00	\$25.00
Service	04/17/2025 - Meeting, Party Principals / Michael Harrison: MLPS/MDHR/ELEFA weekly check-in	0.25	\$350.00	\$87.50
Service	04/17/2025 - Document review: Policies / Julie Solomon: Meeting with LF regarding policy revisions + email	0.50	\$280.00	\$140.00
Service	04/17/2025 - Report Preparation / Eric Melancon: Updated content for 2nd semi annual report	3.00	\$280.00	\$840.00
Service	04/17/2025 - Meeting, Ad Hoc: External / Eric Melancon: Coordination call with Danny Murphy on Technology Implementation requirements	0.25	\$280.00	\$70.00
Service	04/17/2025 - Document review: Policies / Lisa Fink: Continued and finalized review and edits to BWC policy, two calls with E Melancon regarding the policy, sent to MPD and MDHR	2.00	\$280.00	\$560.00
Service	04/17/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Boody re BWC policy and H&W policy	0.50	\$280.00	\$140.00
Service	04/17/2025 - Document review: Policies / Lisa Fink: Continued review of 9-100	0.25	\$280.00	\$70.00
Service	04/17/2025 - Report Preparation / Lisa Fink: Made additional edits to semiannual report	1.25	\$280.00	\$350.00
Service	04/17/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with M Viverette regarding 3-500s and 9-110	0.25	\$280.00	\$70.00
Service	04/17/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Murphy regarding policy timeline planning and BWC policy	0.25	\$280.00	\$70.00
Service	04/17/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with J Solomon regarding 3-500s and 9-110	0.25	\$280.00	\$70.00
Service	04/17/2025 - Document review: Policies / Lisa Fink: Finalized comments on 3-500s and returned to MPD	0.50	\$280.00	\$140.00
Service	04/17/2025 - Document review: Policies / Lisa Fink: Conducted additional review of 9-110	0.25	\$280.00	\$70.00
Service	04/17/2025 - Report Preparation / Bill Murphy: Worked on semi-annual report.	0.50	\$280.00	\$140.00
Service	04/17/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Benchmark on UOF data systems.	0.50	\$280.00	\$140.00
Service	04/17/2025 - Meeting, Party Principals / Arlinda Westbrook: Mpls/MDHR/Elefa Weekly check in	1.00	\$280.00	\$280.00
Service	04/17/2025 - Meeting, Party Principals / David Douglass: Weekly parties' meeting	0.50	\$350.00	\$175.00

Product	04/07/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Julie Solomon: Uber-airport to hotel	1.00	\$47.90	\$47.90
Product	04/07/2025 - Airfare / Julie Solomon	1.00	\$698.96	\$698.96
Product	04/07/2025 - Per Diem: Partial Day (day of travel) / Julie Solomon	1.00	\$59.25	\$59.25
Product	04/07/2025 - Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	\$59.25	\$59.25
Product	04/07/2025 - Per Diem: Partial Day (day of travel) / Michael Harrison	1.00	\$59.25	\$59.25
Product	04/07/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from airport to hotel	1.00	\$50.69	\$50.69
Product	04/07/2025 - Per Diem: Partial Day (day of travel) / David Douglass	1.00	\$59.25	\$59.25
Product	04/07/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass	1.00	\$54.12	\$54.12
Product	04/07/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass	1.00	\$47.13	\$47.13
Product	04/07/2025 - Airfare / Arlinda Westbrook	1.00	\$448.48	\$448.48
Product	04/08/2025 - Per Diem: Full Day / Julie Solomon	1.00	\$79.00	\$79.00
Product	04/08/2025 - Per Diem: Full Day / Michael Harrison	1.00	\$79.00	\$79.00
Product	04/08/2025 - Airfare / Bill Murphy: Delta Airlines Receipt.	1.00	\$502.97	\$502.97
Product	04/08/2025 - Lodging / Bill Murphy: Renaissance Inn Receipt. Minus charges for restaurant and market.	1.00	\$888.93	\$888.93
Product	04/08/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber to hotel from airport.	1.00	\$37.93	\$37.93
Product	04/08/2025 - Per Diem: Partial Day (day of travel) / Bill Murphy	1.00	\$59.25	\$59.25
Product	04/08/2025 - Per Diem: Full Day / David Douglass	1.00	\$79.00	\$79.00
Product	04/08/2025 - Per Diem: Full Day / Arlinda Westbrook	1.00	\$79.00	\$79.00
Product	04/09/2025 - Per Diem: Full Day / Michael Harrison	1.00	\$79.00	\$79.00
Product	04/09/2025 - Per Diem: Full Day / Bill Murphy	1.00	\$79.00	\$79.00
Product	04/09/2025 - Per Diem: Full Day / David Douglass	1.00	\$79.00	\$79.00
Product	04/09/2025 - Per Diem: Full Day / Arlinda Westbrook	1.00	\$79.00	\$79.00
Product	04/09/2025 - Per Diem: Full Day / Julie Solomon	1.00	\$79.00	\$79.00
Product	04/10/2025 - Per Diem: Partial Day (day of travel) / Michael Harrison	1.00	\$59.25	\$59.25
Product	04/10/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Julie Solomon: Hotel to Airport	1.00	\$38.90	\$38.90
Product	04/10/2025 - Lodging / Julie Solomon	1.00	\$604.60	\$604.60

Product	04/10/2025 - Lodging / Michael Harrison: Emery Hotel	1.00	\$593.67	\$593.67
Product	04/10/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from hotel to airport	1.00	\$37.83	\$37.83
Product	04/10/2025 - Airfare / Michael Harrison: Delta airlines receipt	1.00	\$776.96	\$776.96
Product	04/10/2025 - Other / Julie Solomon: Airport Parking	1.00	\$90.00	\$90.00
Product	04/10/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber from hotel to Academy on 4-10-25	1.00	\$18.90	\$18.90
Product	04/10/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber from Academy to hotel on 4-10-25.	1.00	\$19.90	\$19.90
Product	04/10/2025 - Per Diem: Full Day / Bill Murphy	1.00	\$79.00	\$79.00
Product	04/10/2025 - Per Diem: Full Day / David Douglass	1.00	\$79.00	\$79.00
Product	04/10/2025 - Per Diem: Full Day / Arlinda Westbrook	1.00	\$79.00	\$79.00
Product	04/10/2025 - Per Diem: Partial Day (day of travel) / Julie Solomon	1.00	\$59.25	\$59.25
Product	04/11/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber to Academy from hotel 4-11-25.	1.00	\$18.96	\$18.96
Product	04/11/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber to hotel from Academy on 4-11-25.	1.00	\$18.97	\$18.97
Product	04/11/2025 - Per Diem: Full Day / Bill Murphy	1.00	\$79.00	\$79.00
Product	04/11/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: airport to home	1.00	\$64.04	\$64.04
Product	04/11/2025 - Per Diem: Partial Day (day of travel) / David Douglass	1.00	\$59.25	\$59.25
Product	04/11/2025 - Airfare / David Douglass	1.00	\$568.96	\$568.96
Product	04/11/2025 - Airfare / Arlinda Westbrook	1.00	\$498.48	\$498.48
Product	04/11/2025 - Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	\$59.25	\$59.25
Product	04/11/2025 - Lodging / Arlinda Westbrook	1.00	\$1,008.57	\$1,008.57
Product	04/12/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber to airport from hotel on 4-12-25.	1.00	\$38.98	\$38.98
Product	04/12/2025 - Per Diem: Partial Day (day of travel) / Bill Murphy	1.00	\$59.25	\$59.25

Subtotal **\$141,626.83**
Payments **-\$141,626.83**

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.