INVOICE

From

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

Invoice ID	**13a**
PO Number	MPLMN-0000926499
Issue Date	07/08/2025
Due Date	08/07/2025 (Net 30)
Subject	Effective Law Enforcement for All (Supplier 0000033526), Supplemental Invoice for 18-22 March 2025

Invoice For

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

Item Type	Description	Quantity	Unit Price	Amount
Service	03/18/2025 - Meeting, Recurring: External / John Salomone: Reformstat meeting	0.50	$100.00	**$50.00**
Service	03/18/2025 - - John Salomone Only - Secondary Employment SME Rate / John Salomone: Prep for and conduct PSE meeting with Leah Bird	2.25	$100.00	**$225.00**
Service	03/18/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting	2.00	$100.00	**$200.00**
Service	03/18/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.00	$280.00	**$280.00**
Service	03/18/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Firearm Pointing Policy Application	1.00	$280.00	**$280.00**
Service	03/18/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Team check-in	2.00	$280.00	**$560.00**
Service	03/18/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting with UCMT	2.00	$280.00	**$560.00**
Service	03/18/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Micheal and Arlinda on pointing weapon classification.	0.50	$280.00	**$140.00**
Service	03/18/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Dr. Williams on PAC and training issues.	0.50	$280.00	**$140.00**
Service	03/18/2025 - Technical Assistance to MPD or the City / Bill Murphy: Conducted research on developing an Internal Affairs Course. Conferred with CAL POST on topics to cover.	1.50	$280.00	**$420.00**
Service	03/18/2025 - Meeting, Recurring: Internal / Bill Murphy: Had weekly ELEFA meeting to discuss project status.	2.00	$280.00	**$560.00**
Service	03/18/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly meeting	1.00	$280.00	**$280.00**
Service	03/18/2025 - Meeting, Recurring: External / Julie Solomon: Biweekly wellness team meeting + prep	1.25	$280.00	**$350.00**

Service	03/18/2025 - Meeting, Recurring: Internal / Julie Solomon: Team Check-in	2.00	$280.00	**$560.00**
Service	03/18/2025 - Planning / Lisa Fink: Tracking and distributing policy compliance reviews for ELEFA member review	0.50	$280.00	**$140.00**
Service	03/18/2025 - Document review: Policies / Lisa Fink: Tracking and distributing policy compliance reviews for ELEFA member review	0.75	$280.00	**$210.00**
Service	03/18/2025 - Document review: Policies / Lisa Fink: Conducted compliance review of non-discriminatory policing and procedural justice policies, including feedback review and settlement agreement requirement tracking.	2.50	$280.00	**$700.00**
Service	03/18/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participated in call with MPD regarding use of force training scenarios.	0.50	$280.00	**$140.00**
Service	03/18/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with A Westbrook regarding community feedback and the policy process	0.25	$280.00	**$70.00**
Service	03/18/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with M Viverette regarding IA/OPCR SOP and skim document	0.25	$280.00	**$70.00**
Service	03/18/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	2.00	$280.00	**$560.00**
Service	03/18/2025 - Meeting, Recurring: External / Mary Ann Viverette: Reform Stat	0.50	$280.00	**$140.00**
Service	03/18/2025 - Document review: Policies / Mary Ann Viverette: Review of IA/OPCR SOP for final submission/approval per L. Fink	2.00	$280.00	**$560.00**
Service	03/18/2025 - Meeting, Recurring: External / Mary Ann Viverette: Bi-Weekly meeting with Wellness Team and new Commander Reisdorfer	1.00	$280.00	**$280.00**
Service	03/18/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA weekly	2.00	$280.00	**$560.00**
Service	03/18/2025 - Meeting, Recurring: External / Michael Harrison: Reform stat	0.50	$350.00	**$175.00**
Service	03/19/2025 - Meeting, Recurring: External / John Salomone: Weekly MPD meeting, prep, and follow-up	1.25	$100.00	**$125.00**
Service	03/19/2025 - Meeting, Recurring: External / Arlinda Westbrook: IA/OPCR	1.50	$280.00	**$420.00**
Service	03/19/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa and MPD Implementation Unit	1.00	$280.00	**$280.00**
Service	03/19/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/Mpd implementation meeting	1.00	$280.00	**$280.00**
Service	03/19/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCr weekly meeting	1.50	$280.00	**$420.00**
Service	03/19/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CMD Brown and afterwards Dr. Williams on training topics such as FTO manual and UOF training. Reviewed comments on FTO manual.	1.50	$280.00	**$420.00**

Service	03/19/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MDHR on UOF comments to policy.	1.25	$280.00	**$350.00**
Service	03/19/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MPD on FTO Manual and comment updates.	1.75	$280.00	**$490.00**
Service	03/19/2025 - Technical Assistance to MPD or the City / Eric Melancon: Coordination call with OPCR Director on Case Management System implementation	0.25	$280.00	**$70.00**
Service	03/19/2025 - Document review: Reports & Other Documents / Eric Melancon: Review of updated facilities plan submission	1.00	$280.00	**$280.00**
Service	03/19/2025 - Technical Assistance to MPD or the City / Eric Melancon: Call with IT Director on coordination effort	0.25	$280.00	**$70.00**
Service	03/19/2025 - Document review: Policies / Julie Solomon: Phone call with NB + review of ESP MDHR comments + review of Facilities plan formal production and draft comments + internal/external email + phone call with EM	4.00	$280.00	**$1,120.00**
Service	03/19/2025 - Meeting, Recurring: External / Lisa Fink: Participate in weekly ELEFA-MPD meeting	1.00	$280.00	**$280.00**
Service	03/19/2025 - Document review: Policies / Lisa Fink: Completed compliance review, including officer and community feedback, and memo for MVVG document for Part 2 compliance review	0.75	$280.00	**$210.00**
Service	03/19/2025 - Meeting, Ad Hoc: External / Lisa Fink: Communications with ELEFA members and D Boody regarding 7-350, Emergency Med Response	0.50	$280.00	**$140.00**
Service	03/19/2025 - Document review: Policies / Lisa Fink: Review updates to Recruitment and Training policy and FTO SOP	0.75	$280.00	**$210.00**
Service	03/19/2025 - Workshopping Session: Policy Development / Lisa Fink: Participate in FTO SOP and Training policy collaboration with MPD	1.00	$280.00	**$280.00**
Service	03/19/2025 - Document review: Policies / Lisa Fink: Review and comment on Employee Support Plan	1.50	$280.00	**$420.00**
Service	03/19/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Drafted IE memo response to 7-350.	0.50	$280.00	**$140.00**
Service	03/19/2025 - Meeting, Recurring: External / Michael Harrison: MDHA/ELEFA meeting 9-10am	1.00	$350.00	**$350.00**
Service	03/19/2025 - Meeting, Recurring: External / Michael Harrison: Weekly Implementation Unit meeting	1.00	$350.00	**$350.00**
Service	03/19/2025 - Meeting, Recurring: External / Michael Harrison: IA/FIT/ELEFA check-in	0.75	$350.00	**$262.50**
Service	03/20/2025 - Meeting, Party Principals / John Salomone: Weekly parties' meeting	0.50	$100.00	**$50.00**
Service	03/20/2025 - Meeting, Ad Hoc: Internal / John Salomone: Calls with Michael, Eric	0.25	$100.00	**$25.00**
Service	03/20/2025 - Meeting, Party Principals / Arlinda Westbrook: Mpls/MDHR/Elefa /CAO weekly check in	1.00	$280.00	**$280.00**

Service	03/20/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/MpD/CAO Community Engagement weekly meeting	1.00	$280.00	**$280.00**
Service	03/20/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CMD Brown on upcoming training observations on next site visit in April.	0.50	$280.00	**$140.00**
Service	03/20/2025 - Technical Assistance to MPD or the City / Eric Melancon: Attended UoF Module check in meeting	0.25	$280.00	**$70.00**
Service	03/20/2025 - Document review: Policies / Eric Melancon: Review of Employee Support Plan content	2.00	$280.00	**$560.00**
Service	03/20/2025 - Document review: Policies / Lisa Fink: Reviewed updated use of force policies.	2.00	$280.00	**$560.00**
Service	03/20/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with E Melancon on Employee Support Plan	0.25	$280.00	**$70.00**
Service	03/20/2025 - Document review: Policies / Lisa Fink: Updated comments on non-discriminatory policing policies	0.25	$280.00	**$70.00**
Service	03/20/2025 - Document review: Policies / Lisa Fink: Review MDHR comments on Emergency Medical Response policy	0.50	$280.00	**$140.00**
Service	03/20/2025 - Meeting, Party Principals / Lisa Fink: Participate in weekly call with parties	0.25	$280.00	**$70.00**
Service	03/20/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Review IE Team response on Employee Support Plan	0.25	$280.00	**$70.00**
Service	03/20/2025 - Meeting, Ad Hoc: External / Lisa Fink: Discuss with D Boody Emergency Medical Response policy	0.50	$280.00	**$140.00**
Service	03/21/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Prep and return to the parties the MVVG compliance letter	0.25	$100.00	**$25.00**
Service	03/21/2025 - Document review: Training / Bill Murphy: Evaluated Lily's (IU) training plan for conducting Internal Affairs training.	2.00	$280.00	**$560.00**
Service	03/21/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Bill Murphy: Forwarded email to Mary Ann and commented on supervision requirements in UOF and training.	0.50	$280.00	**$140.00**
Service	03/21/2025 - Technical Assistance to MPD or the City / Eric Melancon: Phone call with IT Director on project status	0.50	$280.00	**$140.00**
Service	03/21/2025 - Document review: Policies / Eric Melancon: Review of Settlement Agreement requirements related to supervision	1.00	$280.00	**$280.00**
Service	03/21/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with D Douglass regarding UOF policies and other policies to review	0.75	$280.00	**$210.00**
Service	03/21/2025 - Planning / Lisa Fink: Invite D Douglass to policy reviews on various topic areas.	0.25	$280.00	**$70.00**
Service	03/21/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with S Wiersma regarding Emergency Medical Response and UOF policies	0.75	$280.00	**$210.00**

Service	03/21/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Boody regarding Emergency Medical Response policy	0.50	$280.00	**$140.00**
Service	03/21/2025 - Planning / Lisa Fink: Follow-ups regarding D Douglass reviews of various policies	0.25	$280.00	**$70.00**
Service	03/22/2025 - Document review: Policies / Lisa Fink: Reviewing IA/OPCR SOP	1.50	$280.00	**$420.00**

Subtotal	**$19,967.50**
Payments	**-$19,967.50**
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.

This invoice is submitted for five days of work, 18-22 March 2025, that were inadvertently left off of invoice 13 due to an accounting process change that took place at that time. This oversight was only discovered recently in a routine audit. Invoice 13 was labelled as inclusive of the dates 18 March - 17 April 2025, but the itemized services did not include any work on the dates 18 - 22 March 2025.