

INVOICE

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

Invoice ID **14**
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 April - 17 May 2025**

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

Item Type	Description	Quantity	Unit Price	Amount
Service	04/18/2025 - Document review: Policies / Lisa Fink: Review of disciplinary matrix and policy 2-109 draft	2.25	\$280.00	\$630.00
Service	04/18/2025 - Document review: Policies / Lisa Fink: Conducted research for review of 9-110	0.25	\$280.00	\$70.00
Service	04/18/2025 - Report Preparation / Bill Murphy: Worked on semi-annual report.	1.00	\$280.00	\$280.00
Service	04/18/2025 - Report Preparation / David Douglass: Review and revise Progress Report	2.00	\$350.00	\$700.00
Service	04/19/2025 - Report Preparation / David Douglass: Edit Draft Progress Report	5.00	\$350.00	\$1,750.00
Service	04/20/2025 - Report Preparation / Eric Melancon: Updated content for 2nd semi annual report	1.00	\$280.00	\$280.00
Service	04/21/2025 - Report Preparation / Julie Solomon: Final review and revision of full semi-annual report + internal/external email + meeting with the IU re: Facilities response tracker	3.50	\$280.00	\$980.00
Service	04/21/2025 - Document review: Policies / Mary Ann Viverette: Review of recent version of Matrix and related policy with A. Westbrook and L. Fink	1.75	\$280.00	\$490.00
Service	04/21/2025 - Report Preparation / Mary Ann Viverette: Accountability section review on Semi-annual report with Carolina and A. Westbrook	0.50	\$280.00	\$140.00
Service	04/21/2025 - Report Preparation / Eric Melancon: Updated content for 2nd semi annual report	1.50	\$280.00	\$420.00
Service	04/21/2025 - Meeting, Recurring: Internal / Michael Harrison	1.50	\$350.00	\$525.00
Service	04/21/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Internal meeting with David and Arlinda 6:48-7:18pm	0.50	\$350.00	\$175.00
Service	04/21/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Prep and transmit draft 2nd semiannual report	0.25	\$100.00	\$25.00

Service	04/21/2025 - Meeting Prep / Lisa Fink: Prepare for call about disciplinary matrix	0.25	\$280.00	\$70.00
Service	04/21/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participate in ELEFA call regarding disciplinary matrix draft and accompanying draft policies regarding informal feedback.	1.75	\$280.00	\$490.00
Service	04/21/2025 - Report Preparation / Lisa Fink: Conduct final semiannual report review and applied final edits	0.75	\$280.00	\$210.00
Service	04/21/2025 - Meeting, Recurring: External / Lisa Fink: Participate in biweekly call with MPD policy team	1.00	\$280.00	\$280.00
Service	04/21/2025 - Meeting Prep / Lisa Fink: Prepare for meeting regarding year 2 policy work plan	0.25	\$280.00	\$70.00
Service	04/21/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participate in internal ELEFA meeting to discuss year 2 policy work planning	1.25	\$280.00	\$350.00
Service	04/21/2025 - Report Preparation / David Douglass: Final review of draft Progress Report	1.50	\$350.00	\$525.00
Service	04/21/2025 - Meeting, Ad Hoc: Internal / David Douglass: Confer with Chief Harrison and Ms. Fink re policy review process	1.00	\$350.00	\$350.00
Service	04/21/2025 - Report Preparation / Bill Murphy: Worked on semi-annual report updating the training and UOF sections.	1.00	\$280.00	\$280.00
Service	04/21/2025 - Fact Finding & Analysis / Bill Murphy: Evaluated UOF Day 2 training documents.	1.50	\$280.00	\$420.00
Service	04/21/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: ELEFA Disciplinary Matrix meeting	1.00	\$280.00	\$280.00
Service	04/21/2025 - Report Preparation / Arlinda Westbrook: Semi Annual Report review	1.00	\$280.00	\$280.00
Service	04/22/2025 - Document review: Policies / Michael Harrison: Transportation of arrestees	0.50	\$350.00	\$175.00
Service	04/22/2025 - Meeting, Ad Hoc: External / Michael Harrison: ELEFA/MDHR SSCA discussion	1.00	\$350.00	\$350.00
Service	04/22/2025 - Document review: Policies / Mary Ann Viverette: Met with MDHR about issues with SSCA policy development	1.00	\$280.00	\$280.00
Service	04/22/2025 - Meeting, Recurring: Internal / Michael Harrison: ELEFA Weekly team meeting	1.50	\$350.00	\$525.00
Service	04/22/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team check in	1.50	\$100.00	\$150.00
Service	04/22/2025 - Meeting, Recurring: Internal / Julie Solomon: weekly team check in	1.50	\$280.00	\$420.00
Service	04/22/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.50	\$280.00	\$420.00
Service	04/22/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team meeting, coordination and planning, updates on status	1.50	\$280.00	\$420.00

Service	04/22/2025 - Meeting Prep / Lisa Fink: Prepare for call with MDHR regarding consent searches/paragraph 143	0.25	\$280.00	\$70.00
Service	04/22/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in call between MDHR and ELEFA regarding paragraph 143	1.00	\$280.00	\$280.00
Service	04/22/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Murphy regarding policy planning and timelines for year 2	1.00	\$280.00	\$280.00
Service	04/22/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with K Brown about SSCA and EWM training timing	0.50	\$280.00	\$140.00
Service	04/22/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly team meeting	1.50	\$280.00	\$420.00
Service	04/22/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with B Murphy regarding FTO SOP	0.25	\$280.00	\$70.00
Service	04/22/2025 - Document review: Policies / Lisa Fink: Complete review and comments on policy 9-110 and sent to MDHR and MPD.	0.75	\$280.00	\$210.00
Service	04/22/2025 - Document review: Policies / Lisa Fink: Reviewed MDHR comments on 9-100	0.25	\$280.00	\$70.00
Service	04/22/2025 - Document review: Policies / Lisa Fink: Reviewed MPD's response to MDHR's comments on NDP policies	0.25	\$280.00	\$70.00
Service	04/22/2025 - Admin: Other / David Douglass: Investigate and respond to Data Practices Act Request	1.25	\$350.00	\$437.50
Service	04/22/2025 - Document review: Training / Bill Murphy: Evaluated UOF Day 2 training documents and Field Training Officer (FTO) 40-hour training outline.	1.50	\$280.00	\$420.00
Service	04/22/2025 - Document review: Policies / Bill Murphy: Conferred with Michael, Arlinda, Mary Ann, and Lisa on policy on consent searches. Had follow-up call with MaryAnn on consent searches and training.	1.50	\$280.00	\$420.00
Service	04/22/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	1.75	\$280.00	\$490.00
Service	04/22/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat- Weekly progress check in	1.00	\$280.00	\$280.00
Service	04/22/2025 - Workshopping Session: Policy Development / Arlinda Westbrook: MDHR/Elefa SSCA Workshopping session	1.00	\$280.00	\$280.00
Service	04/22/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly Minneapolis Team Meeting	2.00	\$280.00	\$560.00
Service	04/23/2025 - Meeting, Recurring: External / Michael Harrison: MDHR/ELEFA weekly meeting	0.75	\$350.00	\$262.50
Service	04/23/2025 - Fact Finding & Analysis / Julie Solomon: Meeting with CNA regarding collaboration between violence reduction and SA/CD + notes	1.00	\$280.00	\$280.00
Service	04/23/2025 - Fact Finding & Analysis / Michael Harrison: Quarterly Review Panel	2.75	\$350.00	\$962.50

Service	04/23/2025 - Fact Finding & Analysis / Mary Ann Viverette: Virtually attended Quarterly Review Panel on Arrests	2.75	\$280.00	\$770.00
Service	04/23/2025 - Fact Finding & Analysis / Michael Harrison: Officer focus group	1.00	\$350.00	\$350.00
Service	04/23/2025 - Fact Finding & Analysis / Eric Melancon: Observation of QRP meeting on Arrest Data	2.75	\$280.00	\$770.00
Service	04/23/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Julie and Bea Grimala and Madison Marsh on CNI efforts on reducing violent crime. Agreed to meet regularly in the future.	1.00	\$280.00	\$280.00
Service	04/23/2025 - Fact Finding & Analysis / Bill Murphy: Observed Quarterly Review Panel (QRP) on arrests. Prepared comments to Michael on QRP procedures and decisions.	3.25	\$280.00	\$910.00
Service	04/23/2025 - Fact Finding & Analysis / Arlinda Westbrook: Quarterly Review Panel	2.00	\$280.00	\$560.00
Service	04/23/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly meeting	1.00	\$280.00	\$280.00
Service	04/24/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Meeting with EM re: Facilities smart sheet + internal/external email	0.75	\$280.00	\$210.00
Service	04/24/2025 - Fact Finding & Analysis / Eric Melancon: Review of Facilities Completion Worksheet with Julie	0.50	\$280.00	\$140.00
Service	04/24/2025 - Document review: Data Sets / Eric Melancon: Data Review to estimate Unity of Command in Patrol	3.00	\$280.00	\$840.00
Service	04/24/2025 - Meeting Prep / Lisa Fink: Prep for meeting w S Wiersma re SSCA	0.25	\$280.00	\$70.00
Service	04/24/2025 - Meeting, Ad Hoc: External / Lisa Fink: Meet with S Wiersma re SSCA policies	0.75	\$280.00	\$210.00
Service	04/24/2025 - Document review: Reports & Other Documents / Lisa Fink: Review MPD Implementation Unit newsletter and website	0.25	\$280.00	\$70.00
Service	04/24/2025 - Planning / Lisa Fink: Planning for MPD follow-ups on policy writing and SSCA policy work.	0.25	\$280.00	\$70.00
Service	04/24/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with M Harrison regarding policy process	0.50	\$280.00	\$140.00
Service	04/24/2025 - Meeting, Ad Hoc: External / Lisa Fink: Communications with D Boody and D Douglass regarding MVVG	0.25	\$280.00	\$70.00
Service	04/24/2025 - Technical Assistance to MPD or the City / Bill Murphy: Provided technical assistance on developing an Internal Affairs (IA) 40-hour Course. Researched best practices and forwarded curriculum to IA.	3.00	\$280.00	\$840.00
Service	04/24/2025 - Community Engagement Activities / Carolina Maberry: UCMT Scope of Services Meeting	1.00	\$30.00	\$30.00
Service	04/24/2025 - Meeting, Recurring: External / Arlinda Westbrook: Mpls/MDHR/Elefa Weekly Check-in	1.00	\$280.00	\$280.00
Service	04/25/2025 - Community Engagement Activities / David Douglass: Confer with Mses. Westbrook and Maberry re UCMT Agreement	1.00	\$350.00	\$350.00

Service	04/25/2025 - Community Engagement Activities / David Douglass: review and revise memorandum re UCMT Agreement	1.75	\$350.00	\$612.50
Service	04/25/2025 - Technical Assistance to MPD or the City / Eric Melancon: Weekly check in with IT Director	0.50	\$280.00	\$140.00
Service	04/25/2025 - Meeting, Ad Hoc: External / Michael Harrison: Policy meeting with Lisa and Commander Wilks	0.50	\$350.00	\$175.00
Service	04/25/2025 - Meeting Prep / Lisa Fink: Prep for call with Y Wilks and M Harrison	0.25	\$280.00	\$70.00
Service	04/25/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with Y Wilks & M Harrison about SSCA policy work	0.50	\$280.00	\$140.00
Service	04/25/2025 - Meeting, Ad Hoc: External / Lisa Fink: Calls with S Wiersma then D Boody re: finalizing MVVG and UOF	0.25	\$280.00	\$70.00
Service	04/25/2025 - Document review: Policies / Lisa Fink: Reviewed comparison documents of UOF, MVVG, EMR and CIT policies.	0.50	\$280.00	\$140.00
Service	04/25/2025 - Community Engagement Activities / Carolina Maberry: Draft Memo to the Parties UCMT	1.00	\$30.00	\$30.00
Service	04/25/2025 - Community Engagement Activities / Arlinda Westbrook: Community Partner Scope of Services drafting	1.00	\$280.00	\$280.00
Service	04/25/2025 - Fact Finding & Analysis / Arlinda Westbrook: OpCr Intake Case Presentations	2.00	\$280.00	\$560.00
Service	04/25/2025 - Fact Finding & Analysis / Arlinda Westbrook: Group Intake Meeting-IA	2.00	\$280.00	\$560.00
Service	04/28/2025 - Meeting, Recurring: External / Julie Solomon: EIS monthly meeting with Benchmark + prep	1.25	\$280.00	\$350.00
Service	04/28/2025 - Technical Assistance to MPD or the City / Eric Melancon: Monthly meeting on EIS updates	1.00	\$280.00	\$280.00
Service	04/28/2025 - Meeting, Ad Hoc: External / Lisa Fink: Several calls with ELEFA, MPD, and MDHR on MVVG language change.	2.00	\$280.00	\$560.00
Service	04/28/2025 - Technical Assistance to MPD or the City / Lisa Fink: Call with C Burrell discussing tips for collaborative policy work to advance policy drafting more efficiently. Took follow-up notes regarding the discussion.	0.75	\$280.00	\$210.00
Service	04/28/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CMD Brown on providing dedicated support for SSCI policy development. Left voicemail for CMD Wilks on same issue.	0.50	\$280.00	\$140.00
Service	04/28/2025 - Document review: Training / Bill Murphy: Edited FTO-SOP made comments and conferred with Sgt. Brown on comments.	1.00	\$280.00	\$280.00
Service	04/28/2025 - Document review: Training / Bill Murphy: Reformatted FTO-SOP with new fonts and TOC. Made edits to document.	2.00	\$280.00	\$560.00
Service	04/29/2025 - Document review: Policies / Lisa Fink: Review MDHR's comments on 9-110, Transportation of Arrestees.	0.25	\$280.00	\$70.00

Service	04/29/2025 - Report Preparation / Michael Harrison: Year 1 report release. debrief with David/Arlinda	1.25	\$350.00	\$437.50
Service	04/29/2025 - Document review: Policies / Mary Ann Viverette: Reviewed MDHR comments on recent version of Arrests policy and participated in related workshop for SSCA with parties	1.50	\$280.00	\$420.00
Service	04/29/2025 - Meeting Prep / Lisa Fink: Prepare for 9-100 workshop	0.50	\$280.00	\$140.00
Service	04/29/2025 - Workshopping Session: Policy Development / Lisa Fink: Participate in workshop with parties on 9-100s policy, plus follow-up call with S Wiersma	1.25	\$280.00	\$350.00
Service	04/29/2025 - Meeting, Recurring: Internal / Julie Solomon: weekly team meeting	1.50	\$280.00	\$420.00
Service	04/29/2025 - Meeting, Recurring: Internal / Michael Harrison: ELEFA Weekly meeting	1.25	\$350.00	\$437.50
Service	04/29/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA weekly update and planning meeting	1.50	\$280.00	\$420.00
Service	04/29/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA meeting	1.50	\$280.00	\$420.00
Service	04/29/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Boody regarding UOF policy language tweak and workshopping planning	0.50	\$280.00	\$140.00
Service	04/29/2025 - Meeting, Recurring: Internal / John Salomone: MPLS team meeting	1.25	\$100.00	\$125.00
Service	04/29/2025 - Document review: Training / Bill Murphy: Continued to reformat FTO-SOP and made edits to document.	2.00	\$280.00	\$560.00
Service	04/29/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	1.50	\$280.00	\$420.00
Service	04/29/2025 - Fact Finding & Analysis / Bill Murphy: Conferred with Sergeant Hanneman on UOF Day 2 training. Provided comments on curriculum.	0.25	\$280.00	\$70.00
Service	04/29/2025 - Meeting, Recurring: External / David Douglass: Call with City leaders regarding Progress Report	1.00	\$350.00	\$350.00
Service	04/29/2025 - Meeting, Recurring: Internal / David Douglass: Team meeting	1.50	\$350.00	\$525.00
Service	04/29/2025 - Meeting, Recurring: Internal / Carolina Maberry	1.00	\$30.00	\$30.00
Service	04/29/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.00	\$280.00	\$280.00
Service	04/29/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly Minneapolis Team Meeting	2.00	\$280.00	\$560.00
Service	04/29/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Year 1 Report Release	1.00	\$280.00	\$280.00
Service	04/30/2025 - Fact Finding & Analysis / Eric Melancon: Review of ServiceNow Platform for use of managing BWC/ICC repairs	0.50	\$280.00	\$140.00

Service	04/30/2025 - Document review: Reports & Other Documents / Julie Solomon: Light review of taser training + Facilities Plan review, compliance assessment + internal/external email	3.00	\$280.00	\$840.00
Service	04/30/2025 - Document review: Reports & Other Documents / Eric Melancon: Review of Meeting Minutes from Exec Steering Cmte for Facility improvements	0.25	\$280.00	\$70.00
Service	04/30/2025 - Document review: Reports & Other Documents / Eric Melancon: Review of documentation on facilities improvement	0.25	\$280.00	\$70.00
Service	04/30/2025 - Document review: Reports & Other Documents / Eric Melancon: Review of facility improvements	2.00	\$280.00	\$560.00
Service	04/30/2025 - Meeting, Recurring: External / Michael Harrison: OPCR bi-weekly check-in 1p-2p	1.00	\$350.00	\$350.00
Service	04/30/2025 - Meeting, Recurring: External / Michael Harrison: IA bi-weekly check-in 2-3pm	1.00	\$350.00	\$350.00
Service	04/30/2025 - Document review: Policies / Lisa Fink: Conduct in-depth review and comparison against SA for FTO Program SOP.	4.25	\$280.00	\$1,190.00
Service	04/30/2025 - Technical Assistance to MPD or the City / Bill Murphy: Conducted research on developing an Internal Affairs 40-hour Investigator Course.	0.25	\$280.00	\$70.00
Service	04/30/2025 - Fact Finding & Analysis / Bill Murphy: Evaluated Taser 10 on-line training made comments.	2.00	\$280.00	\$560.00
Service	04/30/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa Meeting	1.00	\$280.00	\$280.00
Service	04/30/2025 - Fact Finding & Analysis / Arlinda Westbrook: Group Intake Meeting-IA	2.00	\$280.00	\$560.00
Service	04/30/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly Meeting	1.00	\$280.00	\$280.00
Service	04/30/2025 - Meeting, Recurring: External / Arlinda Westbrook: BI-Weekly IA/Fit/Elefa Progress Check in	1.00	\$280.00	\$280.00
Service	05/01/2025 - Document review: Reports & Other Documents / Julie Solomon: Complete remaining review of outstanding Facilities Report Completion of Projects + internal/external email	1.50	\$280.00	\$420.00
Service	05/01/2025 - Document review: Reports & Other Documents / Eric Melancon: Review of facility improvements and summary memo on IE Team process	2.25	\$280.00	\$630.00
Service	05/01/2025 - Technical Assistance to MPD or the City / Eric Melancon: Weekly update meeting on UOF Module	0.50	\$280.00	\$140.00
Service	05/01/2025 - Technical Assistance to MPD or the City / Eric Melancon: Meeting with Haley on paragraph 378 report	0.25	\$280.00	\$70.00
Service	05/01/2025 - Document review: Policies / Lisa Fink: Finished review of FTO SOP and connected with B Murphy about next steps.	2.50	\$280.00	\$700.00
Service	05/01/2025 - Meeting, Ad Hoc: External / Lisa Fink: Calls with D Boody, D Douglass, and M Harrison regarding UOF policy issue and next steps	0.50	\$280.00	\$140.00

Service	05/01/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Benchmark on UOF data systems development.	0.50	\$280.00	\$140.00
Service	05/01/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Jael Mclemore on creating Critical Incident policy for OPS.	0.25	\$280.00	\$70.00
Service	05/01/2025 - Document review: Training / Bill Murphy: Conferred with Lisa on creating FTO-SOP and formatting.	0.25	\$280.00	\$70.00
Service	05/01/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Dr. Williams on FTO 40-hour Course gave some insight on design of course.	0.25	\$280.00	\$70.00
Service	05/01/2025 - Community Engagement Activities / Arlinda Westbrook: Elefa, MPD, and CAO- Community Engagement Meeting	1.00	\$280.00	\$280.00
Service	05/02/2025 - Meeting, Recurring: External / Eric Melancon: Weekly check in with IT Director	0.50	\$280.00	\$140.00
Service	05/02/2025 - Fact Finding & Analysis / Mary Ann Viverette: Attended OPCR Intake	1.50	\$280.00	\$420.00
Service	05/02/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MDHR, CA Office, and MPD on UOF-Day 2 workshopping of training documents.	1.75	\$280.00	\$490.00
Service	05/02/2025 - Document review: Training / Bill Murphy: Conferred with CMD Brown on requirements for paragraph 234 on critical incident training and plan for wellness training.	0.25	\$280.00	\$70.00
Service	05/02/2025 - Fact Finding & Analysis / Arlinda Westbrook: OPCR Intake Case Presentations	2.00	\$280.00	\$560.00
Service	05/05/2025 - Document review: Policies / Lisa Fink: Review ELEFA comments on FTO SOP	0.50	\$280.00	\$140.00
Service	05/05/2025 - Meeting, Recurring: External / Lisa Fink: Participate in biweekly call with MPD Policy Team	1.00	\$280.00	\$280.00
Service	05/05/2025 - Document review: Policies / Lisa Fink: Review 3-500s updated version	0.75	\$280.00	\$210.00
Service	05/05/2025 - Document review: Policies / Lisa Fink: Review MDHR's comments on latest versions of non-discriminatory policing policies	0.50	\$280.00	\$140.00
Service	05/05/2025 - Report Preparation / Lisa Fink: Reviewed City comments on ELEFA's draft semiannual report	0.25	\$280.00	\$70.00
Service	05/05/2025 - Technical Assistance to MPD or the City / Bill Murphy: Researched Internal Affairs (IA) Course materials for MPD. Forwarded Riverside Sheriff's Department (RSD) training materials on IA Course.	1.50	\$280.00	\$420.00
Service	05/05/2025 - Document review: Training / Bill Murphy: Evaluated and edited the FTO-SOP. Reviewed Lisa's comments and added my comments to the document.	1.25	\$280.00	\$350.00
Service	05/05/2025 - Technical Assistance to MPD or the City / Bill Murphy: Reviewed IA Course training materials from the Los Angeles Police Department (LAPD).	1.00	\$280.00	\$280.00

Service	05/05/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: IA/OPCR Data clarification meeting with MDHR	1.00	\$280.00	\$280.00
Service	05/06/2025 - Meeting, Recurring: External / John Salomone: Reformstat	0.75	\$100.00	\$75.00
Service	05/06/2025 - Meeting, Recurring: External / Mary Ann Viverette: Implementation Team weekly update meeting	0.75	\$280.00	\$210.00
Service	05/06/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Meeting with Sam Pallini to discuss open SOP and related questions with A. Westbrook	0.75	\$280.00	\$210.00
Service	05/06/2025 - Document review: Policies / Julie Solomon: Health, Wellness and Safety Policy Review and Comments + phone call with Lisa to review comments	3.00	\$280.00	\$840.00
Service	05/06/2025 - Meeting, Recurring: External / Julie Solomon: Bi-Weekly meeting with the H/W Unit	1.00	\$280.00	\$280.00
Service	05/06/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting	2.00	\$280.00	\$560.00
Service	05/06/2025 - Fact Finding & Analysis / Mary Ann Viverette: Supervisor Focus Group 5th Precinct	1.00	\$280.00	\$280.00
Service	05/06/2025 - Admin: Contract Management / John Salomone: Email re: redaction of personal info and review of invoice documents for this PII	0.50	\$100.00	\$50.00
Service	05/06/2025 - Report Preparation / Eric Melancon: Meeting with MDHR on Semi Annual Report Feedback	1.00	\$280.00	\$280.00
Service	05/06/2025 - Report Preparation / Eric Melancon: Call with Arlinda to discuss MDHR Feedback	0.25	\$280.00	\$70.00
Service	05/06/2025 - Meeting, Recurring: Internal / John Salomone: weekly team check in	1.75	\$100.00	\$175.00
Service	05/06/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.00	\$280.00	\$280.00
Service	05/06/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA weekly meeting	1.75	\$280.00	\$490.00
Service	05/06/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed and made comments on IU weekly update	0.25	\$280.00	\$70.00
Service	05/06/2025 - Document review: Policies / Lisa Fink: Finalized ELEFA comments on FTO SOP and sent to MPD	0.25	\$280.00	\$70.00
Service	05/06/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Boody regarding non-discriminatory policing policies	0.25	\$280.00	\$70.00
Service	05/06/2025 - Document review: Policies / Lisa Fink: Conducted comprehensive review of MDHR comments on NDP policies to evaluate impact on compliance	0.50	\$280.00	\$140.00
Service	05/06/2025 - Document review: Policies / Lisa Fink: Reviewed and resolved comments on 3-500s policies	0.50	\$280.00	\$140.00
Service	05/06/2025 - Meeting, Recurring: Internal / Lisa Fink: Participated in weekly ELEFA meeting	1.50	\$280.00	\$420.00

Service	05/06/2025 - Document review: Policies / Lisa Fink: Confer with J Solomon regarding joint comments on 3-500s	1.00	\$280.00	\$280.00
Service	05/06/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with B Murphy regarding UOF and IA trainings	0.25	\$280.00	\$70.00
Service	05/06/2025 - Meeting, Recurring: Internal / Michael Harrison: ELEFA Weekly team meeting 3:30-5pm	1.50	\$350.00	\$525.00
Service	05/06/2025 - Technical Assistance to MPD or the City / Bill Murphy: Researched IA Course materials and forwarded all of the training materials to MPD for their review.	2.00	\$280.00	\$560.00
Service	05/06/2025 - Document review: Training / Bill Murphy: Evaluated updated UOF-Day 2 training materials based upon comments made to the materials previously.	0.75	\$280.00	\$210.00
Service	05/06/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status. Prep prior to meeting and had conference call with Lisa after the meeting.	2.00	\$280.00	\$560.00
Service	05/06/2025 - Report Preparation / David Douglass: Review and evaluate MDHR's comments on draft Progress Report	1.00	\$350.00	\$350.00
Service	05/06/2025 - Meeting, Recurring: Internal / David Douglass: Team meeting	1.50	\$350.00	\$525.00
Service	05/06/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.00	\$280.00	\$280.00
Service	05/06/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa /CAO meeting	1.00	\$280.00	\$280.00
Service	05/06/2025 - Meeting, Party Principals / Arlinda Westbrook: Elefa/MDHR	1.00	\$280.00	\$280.00
Service	05/06/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly Minneapolis Team Meeting	2.00	\$280.00	\$560.00
Service	05/07/2025 - Meeting, Recurring: External / Michael Harrison: MDHRELEFA weekly meeting	1.00	\$350.00	\$350.00
Service	05/07/2025 - Meeting, Recurring: External / John Salomone: Weekly MPD check-in	1.25	\$100.00	\$125.00
Service	05/07/2025 - Meeting, Recurring: External / Michael Harrison: Implementation Unit weekly meeting	1.00	\$350.00	\$350.00
Service	05/07/2025 - Fact Finding & Analysis / Mary Ann Viverette: Virtually attended IA Intake case reviews	2.00	\$280.00	\$560.00
Service	05/07/2025 - Document review: Policies / Mary Ann Viverette: QRP Panel policy review per L. Fink	0.50	\$280.00	\$140.00
Service	05/07/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with IU re: Facilities completion spreadsheet + internal/external email	1.00	\$280.00	\$280.00
Service	05/07/2025 - Meeting, Recurring: External / Michael Harrison: OPCR Bi-weekly check-in 1-2pm	1.00	\$350.00	\$350.00
Service	05/07/2025 - Meeting, Recurring: External / Mary Ann Viverette: Weekly OPCR meeting	1.00	\$280.00	\$280.00

Service	05/07/2025 - Admin: Contract Management / John Salomone: Email w/ Jennifer Saunders re: ELEFA invoice and corporate address	0.25	\$100.00	\$25.00
Service	05/07/2025 - Fact Finding & Analysis / Mary Ann Viverette: Monitored CCPO/IA Panel discussions	1.50	\$280.00	\$420.00
Service	05/07/2025 - Report Preparation / Eric Melancon: Call with Arlinda to discuss MDHR Feedback	0.25	\$280.00	\$70.00
Service	05/07/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Communications with ELEFA members re UOF policy topic of question	0.25	\$280.00	\$70.00
Service	05/07/2025 - Document review: Policies / Lisa Fink: Reviewed and analyzed EIS policy	0.75	\$280.00	\$210.00
Service	05/07/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with E Melancon regarding reviews of EIS and QRP policies	0.25	\$280.00	\$70.00
Service	05/07/2025 - Meeting, Recurring: External / Lisa Fink: Participated in collaboration call with C Magill-Cuerden and B Murphy regarding FTO SOP	1.75	\$280.00	\$490.00
Service	05/07/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with D Douglass about MVVG, NDP, and H&W policies	0.50	\$280.00	\$140.00
Service	05/07/2025 - Document review: Training / Bill Murphy: Conferred with Lisa and Celia from MPD on the FTO-SOP. Discussed all the comments and made changes to the document. Prep prior to meeting and conference call with Lisa after the meeting.	2.00	\$280.00	\$560.00
Service	05/07/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa Meeting	1.00	\$280.00	\$280.00
Service	05/07/2025 - Fact Finding & Analysis / Arlinda Westbrook: Group Intake Meeting-IA	2.00	\$280.00	\$560.00
Service	05/07/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/MPD Implementation Unit Weekly Meeting	1.00	\$280.00	\$280.00
Service	05/07/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly Meeting	1.00	\$280.00	\$280.00
Service	05/08/2025 - Document review: Policies / Eric Melancon: Review of QRP Policy Updates	1.00	\$280.00	\$280.00
Service	05/08/2025 - Meeting, Party Principals / John Salomone: Parties meeting; follow-up email Jennifer Saunders re: FOIA request for invoices	1.00	\$100.00	\$100.00
Service	05/08/2025 - Document review: Reports & Other Documents / Julie Solomon: Internal/external email	0.25	\$280.00	\$70.00
Service	05/08/2025 - Document review: Policies / Lisa Fink: Finalized ELEFA comments on 3-500s - H&W policies and sent to parties	0.50	\$280.00	\$140.00
Service	05/08/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with E Melancon regarding EIS policy	0.25	\$280.00	\$70.00
Service	05/08/2025 - Meeting, Party Principals / Lisa Fink: Attend and participate in weekly parties' meeting	0.50	\$280.00	\$140.00

Service	05/08/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review and analysis of draft Quarterly Review Panel policy	1.75	\$280.00	\$490.00
Service	05/08/2025 - Document review: Training / Bill Murphy: Evaluated MPD's 8-hour Supervisor Leadership Class. Had conference call with CMD brown regarding the training.	2.50	\$280.00	\$700.00
Service	05/08/2025 - Meeting, Party Principals / David Douglass: Weekly Parties' call	0.25	\$350.00	\$87.50
Service	05/08/2025 - Meeting, Ad Hoc: Internal / David Douglass: Confer with team members re process issues	1.00	\$350.00	\$350.00
Service	05/08/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: MPLS Survey Discussion	1.00	\$280.00	\$280.00
Service	05/08/2025 - Meeting, Recurring: External / Arlinda Westbrook: Mpls/MDHR/Elefa Weekly Check-in	1.00	\$280.00	\$280.00
Service	05/09/2025 - Document review: Reports & Other Documents / Mary Ann Viverette: Review of Wiley Reber investigated cases for Panel review discussions 22-06064 (35 pages) and 249 (28 pages) first review of quality of investigative cases	2.00	\$280.00	\$560.00
Service	05/09/2025 - Document review: Reports & Other Documents / Julie Solomon: Updated Facilities Plan + internal/external email	1.00	\$280.00	\$280.00
Service	05/09/2025 - Report Preparation / Michael Harrison: Meeting MDHR Comments	0.50	\$350.00	\$175.00
Service	05/09/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with David, CAO and Commissioner	0.50	\$350.00	\$175.00
Service	05/09/2025 - Report Preparation / Eric Melancon: Coordination call with David and Michael on SemiAnnual report edits	0.50	\$280.00	\$140.00
Service	05/09/2025 - Report Preparation / Eric Melancon: Review of MDHR initial comments on semi annual report	0.25	\$280.00	\$70.00
Service	05/09/2025 - Fact Finding & Analysis / Mary Ann Viverette: Sat in one intake case for OPCR -	0.50	\$280.00	\$140.00
Service	05/09/2025 - Fact Finding & Analysis / Mary Ann Viverette: Sat in CCPO/MPD Panel review for discipline recommendations case 22-06064	1.00	\$280.00	\$280.00
Service	05/09/2025 - Fact Finding & Analysis / Julie Solomon: Observe Person in Crisis section of UofF Day 1 training	1.00	\$280.00	\$280.00
Service	05/09/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Updating document submission tracker	0.50	\$100.00	\$50.00
Service	05/09/2025 - Fact Finding & Analysis / Bill Murphy: Observed the first Professional Advisory Council (PAC) meeting with Dr. Williams, CMD Brown, and various university professors. Had conference call with CMD Brown to discuss observations of the meeting.	1.50	\$280.00	\$420.00
Service	05/09/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conference call with Jael from OPS on status of the Critical Incident reporting policy and plan.	0.25	\$280.00	\$70.00

Service	05/09/2025 - Meeting, Ad Hoc: External / Bill Murphy: Had conference call with Dr. Williams to discuss PAC meeting and policies and training on pepper ball launchers.	0.50	\$280.00	\$140.00
Service	05/09/2025 - Report Preparation / David Douglass: Call with City re draft progress report	0.50	\$350.00	\$175.00
Service	05/09/2025 - Report Preparation / David Douglass: Review MDHR comments on draft progress report and confer with Messrs. Harrison and Melancon re same	1.50	\$350.00	\$525.00
Service	05/09/2025 - Planning / David Douglass: Confer with Ms. Harding re survey and follow-up re same	1.50	\$350.00	\$525.00
Service	05/09/2025 - Fact Finding & Analysis / Arlinda Westbrook: OPCR Intake Case Presentations	1.50	\$280.00	\$420.00
Service	05/09/2025 - Report Preparation / Arlinda Westbrook: Meeting on MDHR feedback	1.00	\$280.00	\$280.00
Service	05/09/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa-City of Minneapolis Year 1 Report meeting	1.00	\$280.00	\$280.00
Service	05/12/2025 - Report Preparation / Eric Melancon: Incorporated City edits into Semi Annual Report	3.50	\$280.00	\$980.00
Service	05/12/2025 - Fact Finding & Analysis / Julie Solomon: Review Progress Report Updates and write revisions + observe mental health section of Use of Force training.	1.50	\$280.00	\$420.00
Service	05/12/2025 - Document review: Policies / Mary Ann Viverette: Follow-up review of Arrest Policy with MDHR comments	1.00	\$280.00	\$280.00
Service	05/12/2025 - Document review: Reports & Other Documents / John Salomone: 2nd semiannual report review	0.25	\$100.00	\$25.00
Service	05/12/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Meeting with attorneys about Matrix	0.75	\$280.00	\$210.00
Service	05/12/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with S Wiersma and B Murphy regarding FTO SOP	0.50	\$280.00	\$140.00
Service	05/12/2025 - Meeting Prep / Lisa Fink: Prepare for call with Lt Robinson	0.25	\$280.00	\$70.00
Service	05/12/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with Lt Robinson regarding SCA policy work and status and recommendations for moving forward.	0.25	\$280.00	\$70.00
Service	05/12/2025 - Report Preparation / Lisa Fink: Reviewed and made edits to ELEFA semiannual report	0.25	\$280.00	\$70.00
Service	05/12/2025 - Document review: Reports & Other Documents / Lisa Fink: Review and provide feedback on IU weekly update slides	0.25	\$280.00	\$70.00
Service	05/12/2025 - Document review: Policies / Lisa Fink: Review and provide extra comments on 9-100s (stops and searches) and communicated with ELEFA and MPD regarding review	1.00	\$280.00	\$280.00
Service	05/12/2025 - Document review: Policies / Lisa Fink: Review QRP policy comments, making additional edits.	0.25	\$280.00	\$70.00

Service	05/12/2025 - Document review: Policies / Eric Melancon: Review of QRP policy edits	0.25	\$280.00	\$70.00
Service	05/12/2025 - Document review: Policies / Lisa Fink: Finalize ELEFA comments on QRP policy and sent to MPD	0.25	\$280.00	\$70.00
Service	05/12/2025 - Report Preparation / David Douglass: Review revised draft progress report	2.00	\$350.00	\$700.00
Service	05/12/2025 - Meeting, Ad Hoc: External / David Douglass: Prepare for onsite meetings	0.50	\$350.00	\$175.00
Service	05/12/2025 - Fact Finding & Analysis / Eric Melancon: Research on potential questions for survey	0.25	\$280.00	\$70.00
Service	05/12/2025 - Document review: Training / Bill Murphy: Conferred with Stephannie (MDHR) and Lisa on FTO-SOP edits and format.	1.50	\$280.00	\$420.00
Service	05/12/2025 - Document review: Reports & Other Documents / Arlinda Westbrook: Elefa/CAO Disciplinary Matrix	1.00	\$280.00	\$280.00
Service	05/13/2025 - Document review: Reports & Other Documents / Julie Solomon: Review Updated Facilities/Non-Database/Equipment Plan + comments + summary of UofF training/CI section + internal/external email.	1.75	\$280.00	\$490.00
Service	05/13/2025 - Meeting, Recurring: External / John Salomone: Reformstat	0.75	\$100.00	\$75.00
Service	05/13/2025 - Report Preparation / Michael Harrison: Meeting with city on year 1 report 9-9:30am	0.50	\$350.00	\$175.00
Service	05/13/2025 - Document review: Reports & Other Documents / John Salomone: 2nd semiannual report review	0.50	\$100.00	\$50.00
Service	05/13/2025 - Meeting, Recurring: External / Michael Harrison: Travel to and attend Reform Stat, meeting with IU Team 9:30-11:00am	1.50	\$350.00	\$525.00
Service	05/13/2025 - Meeting, Recurring: External / Mary Ann Viverette: Attended Reform Stat virtually	0.75	\$280.00	\$210.00
Service	05/13/2025 - Document review: Policies / Mary Ann Viverette: Follow-up reviews after MDHR on 9-100 and 9-110 per L. Fink	1.50	\$280.00	\$420.00
Service	05/13/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Phase III submission tracking	0.25	\$100.00	\$25.00
Service	05/13/2025 - Document review: Policies / Julie Solomon: EIS Policy Review + comments + Employee Support Plan Review + Comments + cross check both with ELFA comments on previous iterations.	2.75	\$280.00	\$770.00
Service	05/13/2025 - Report Preparation / Eric Melancon: Updates to Semi Annual Report	3.00	\$280.00	\$840.00
Service	05/13/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.75	\$280.00	\$490.00
Service	05/13/2025 - Document review: Reports & Other Documents / John Salomone: Compiling Reformstat team's response	0.50	\$100.00	\$50.00

Service	05/13/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Commissioner Barnette, Kristen Anderson and David 11:45am-1pm	1.25	\$350.00	\$437.50
Service	05/13/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Onedrive sync troubleshooting	0.50	\$100.00	\$50.00
Service	05/13/2025 - Fact Finding & Analysis / Eric Melancon: Review of potential firms for survey analysis and other jurisdictions that have performed surveys	0.25	\$280.00	\$70.00
Service	05/13/2025 - Meeting, Recurring: Internal / John Salomone: weekly team check in	1.75	\$100.00	\$175.00
Service	05/13/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly team check in	2.00	\$280.00	\$560.00
Service	05/13/2025 - Fact Finding & Analysis / Michael Harrison: Tour of 1st {precinct 2-3:30pm	1.50	\$350.00	\$525.00
Service	05/13/2025 - Fact Finding & Analysis / Michael Harrison: travel to and attend 3rd Precinct roll call 3:30-5pm	1.50	\$350.00	\$525.00
Service	05/13/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: Weekly team meeting	1.75	\$280.00	\$490.00
Service	05/13/2025 - Planning / Lisa Fink: Upload and assign IA/OPCR SOP, 9-110 and EIS for internal review	0.25	\$280.00	\$70.00
Service	05/13/2025 - Document review: Policies / Lisa Fink: Review 9-100s policies for updated edits.	1.00	\$280.00	\$280.00
Service	05/13/2025 - Meeting, Ad Hoc: External / Lisa Fink: Communications with S Wiersma and M Viverette regarding 9-100s policies.	0.50	\$280.00	\$140.00
Service	05/13/2025 - Document review: Policies / Lisa Fink: Review and finalize feedback on 9-110.	0.50	\$280.00	\$140.00
Service	05/13/2025 - Report Preparation / Lisa Fink: Review and make edits to 2nd semiannual report	0.75	\$280.00	\$210.00
Service	05/13/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA team meeting	1.75	\$280.00	\$490.00
Service	05/13/2025 - Fact Finding & Analysis / Michael Harrison: Travel to and attend 4th Precinct roll call 8-9:45pm	1.75	\$350.00	\$612.50
Service	05/13/2025 - Document review: Training / Bill Murphy: On-site, evaluated MDHR's concerns over subject "tensing" in UOF- Day 2 scenarios.	0.25	\$280.00	\$70.00
Service	05/13/2025 - Fact Finding & Analysis / Bill Murphy: On-site, met with Lt. Engle of the 1st Precinct and toured the facility for possible Training Division and Wellness facility. Discussed issues with Lt. Engle before and after my ride along.	1.00	\$280.00	\$280.00
Service	05/13/2025 - Fact Finding & Analysis / Bill Murphy: On-site, conducted ride along in 1st Precinct. Rode with Officer Mason Schemml in the field answering calls for service.	4.00	\$280.00	\$1,120.00
Service	05/13/2025 - Meeting, Ad Hoc: External / David Douglass: prepare for onsite meetings	2.00	\$350.00	\$700.00

Service	05/13/2025 - Meeting, Ad Hoc: External / David Douglass: Mtg. With Commissioner Barnette and Ms. Anderson	1.25	\$350.00	\$437.50
Service	05/13/2025 - Community Engagement Activities / David Douglass: Meeting with MJRC	2.00	\$350.00	\$700.00
Service	05/13/2025 - Meeting, Recurring: Internal / David Douglass: Team Meeting	1.00	\$350.00	\$350.00
Service	05/13/2025 - Admin: Other / Carolina Maberry: Reviewing dashboard data set and execution in Power BI	3.00	\$30.00	\$90.00
Service	05/13/2025 - Meeting, Recurring: Internal / Carolina Maberry	1.00	\$30.00	\$30.00
Service	05/13/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/ City leadership	1.00	\$280.00	\$280.00
Service	05/13/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly Minneapolis Team Meeting	2.00	\$280.00	\$560.00
Service	05/14/2025 - Report Preparation / Mary Ann Viverette: Review of ELEFA report feedback on IA/OPCR section with Westbrook and Mayberry	1.00	\$280.00	\$280.00
Service	05/14/2025 - Document review: Policies / Julie Solomon: Continuation of Progress Report revisions; Facility Plan revisions, EIS policy revisions; Employee Support Plan revisions	2.25	\$280.00	\$630.00
Service	05/14/2025 - Meeting, Recurring: External / John Salomone: Weekly MPD Check-in	0.25	\$100.00	\$25.00
Service	05/14/2025 - Fact Finding & Analysis / Mary Ann Viverette: Virtually attended IA Intake reviews and prepared notes	2.50	\$280.00	\$700.00
Service	05/14/2025 - Meeting, Recurring: External / Michael Harrison: MDHA/ELEFA meeting 9-10	1.00	\$350.00	\$350.00
Service	05/14/2025 - Meeting, Recurring: External / Michael Harrison: ELEFA/MPD IU meeting 10-10:30am	0.50	\$350.00	\$175.00
Service	05/14/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Jennifer, David and Kristen 10:30-11:30am	1.00	\$350.00	\$350.00
Service	05/14/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Kristen, Jennifer: Roles 12:30-1pm	0.50	\$350.00	\$175.00
Service	05/14/2025 - Meeting, Recurring: External / Michael Harrison: Bi-weekly ELEFA/IA/OPCR meeting 1-2pm	1.00	\$350.00	\$350.00
Service	05/14/2025 - Report Preparation / Michael Harrison: Year 1 report meeting with David/Eric 2-3pm	1.00	\$350.00	\$350.00
Service	05/14/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Sat in on OPCR update and switched to FIT/IA updates with A. Westbrook	1.50	\$280.00	\$420.00
Service	05/14/2025 - Workshopping Session: Policy Development / Mary Ann Viverette: Prepared for and participated in SSCA workshop on Arrests with MPD, CAO and MDHR	1.00	\$280.00	\$280.00
Service	05/14/2025 - Document review: Reports & Other Documents / John Salomone: 2nd semiannual report	2.00	\$100.00	\$200.00

Service	05/14/2025 - Fact Finding & Analysis / Michael Harrison: Travel to and attend 5th Precinct roll call 3:30-5:30pm	2.00	\$350.00	\$700.00
Service	05/14/2025 - Document review: Policies / Lisa Fink: Conduct in-depth review of EIS policy for clarity, compliance with SA and best practices.	2.50	\$280.00	\$700.00
Service	05/14/2025 - Planning / Lisa Fink: Internal communications regarding Non-Discriminatory Policing policy review	0.25	\$280.00	\$70.00
Service	05/14/2025 - Meeting Prep / Lisa Fink: Prepare for 9-100 workshop	0.25	\$280.00	\$70.00
Service	05/14/2025 - Workshopping Session: Policy Development / Lisa Fink: Participate in 9-100 workshopping session with Parties	1.00	\$280.00	\$280.00
Service	05/14/2025 - Document review: Policies / Lisa Fink: In-depth review of updates to IA/OPCR SOP and cross-checking against SA requirements	3.25	\$280.00	\$910.00
Service	05/14/2025 - Report Preparation / Arlinda Westbrook: Semi annual report edits and review	1.50	\$280.00	\$420.00
Service	05/14/2025 - Report Preparation / Eric Melancon: Meeting with David and Michael on Semi Annual Report feedback	0.75	\$280.00	\$210.00
Service	05/14/2025 - Report Preparation / Eric Melancon: Update of Semi Annual Report	3.50	\$280.00	\$980.00
Service	05/14/2025 - Meeting, Ad Hoc: External / Bill Murphy: On-site, met with CMD Brown, Dr. Williams, ACA Paulette Barrette, and Sgt. Hanneman to discuss UOF-Day 2 training issues and MDHR requests for modification.	1.00	\$280.00	\$280.00
Service	05/14/2025 - Fact Finding & Analysis / Bill Murphy: On-site, observed 8-hours of UOF-Day 1 training class at the SOC.	8.00	\$280.00	\$2,240.00
Service	05/14/2025 - Meeting, Ad Hoc: External / David Douglass: MDHR meeting	0.75	\$350.00	\$262.50
Service	05/14/2025 - Meeting, Ad Hoc: External / David Douglass: Meetings with CAO	1.75	\$350.00	\$612.50
Service	05/14/2025 - Report Preparation / David Douglass: Review Parties' comments on draft Progress Report	2.00	\$350.00	\$700.00
Service	05/14/2025 - Planning / David Douglass	2.00	\$350.00	\$700.00
Service	05/14/2025 - Report Preparation / Carolina Maberry: Final Report Review meeting & tasks with Arlinda and Mary Ann	2.00	\$30.00	\$60.00
Service	05/14/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/MDHR meeting	1.00	\$280.00	\$280.00
Service	05/14/2025 - Fact Finding & Analysis / Arlinda Westbrook: Group Intake Meeting-IA	2.00	\$280.00	\$560.00
Service	05/14/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa and MPD Implementation Unit Weekly Meeting	1.00	\$280.00	\$280.00
Service	05/14/2025 - Meeting, Recurring: External / Arlinda Westbrook: Bi-Weekly IA/Fit/Elefa Progress Check in	1.00	\$280.00	\$280.00

Service	05/15/2025 - Report Preparation / Julie Solomon: Finalize outstanding comments on the Progress Report + internal/external email	0.50	\$280.00	\$140.00
Service	05/15/2025 - Report Preparation / Mary Ann Viverette: Met with Lily Hasting to better document records of backlog for 2nd ELEFA report	1.00	\$280.00	\$280.00
Service	05/15/2025 - Meeting, Party Principals / John Salomone: Parties' meeting	0.25	\$100.00	\$25.00
Service	05/15/2025 - Report Preparation / Lisa Fink: Edit the IE Team semiannual report	1.00	\$280.00	\$280.00
Service	05/15/2025 - Document review: Policies / Lisa Fink: Complete in-depth review of updates to IA/OPCR SOP and cross-checking against SA requirements	1.75	\$280.00	\$490.00
Service	05/15/2025 - Planning / Lisa Fink: Planning for policy review process improvements for Year 2 work	1.25	\$280.00	\$350.00
Service	05/15/2025 - Meeting, Party Principals / Lisa Fink: Participate in parties' weekly meeting	0.25	\$280.00	\$70.00
Service	05/15/2025 - Document review: Policies / Lisa Fink: Review MPD's updates to non-discriminatory policing policies.	0.25	\$280.00	\$70.00
Service	05/15/2025 - Document review: Training / Bill Murphy: Conferred with CMD Brown and Stephanie (MDHR) on multiple calls on Taser training issues with UOF-Day 2 curriculum.	1.00	\$280.00	\$280.00
Service	05/15/2025 - Report Preparation / Bill Murphy: Conferred with David on semi-annual report updates.	0.25	\$280.00	\$70.00
Service	05/15/2025 - Report Preparation / Eric Melancon: Updates to semi annual report	8.50	\$280.00	\$2,380.00
Service	05/15/2025 - Report Preparation / Eric Melancon: Met with IA to review backlog data for the semi annual report	1.50	\$280.00	\$420.00
Service	05/15/2025 - Report Preparation / David Douglass: Review Progress Report revisions	3.00	\$350.00	\$1,050.00
Service	05/15/2025 - Report Preparation / Lisa Fink: Proofread and edit semiannual report	2.25	\$280.00	\$630.00
Service	05/15/2025 - Community Engagement Activities / Arlinda Westbrook: Elefa,MPD and CAO Community Engagement Meeting	1.00	\$280.00	\$280.00
Service	05/15/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/IA Stats meeting	2.00	\$280.00	\$560.00
Service	05/15/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Mpls/MDHR/Elefa Weekly Check in	1.00	\$280.00	\$280.00
Service	05/16/2025 - Document review: Policies / Mary Ann Viverette: SOP reviewed first 50 of 200+ pages	1.00	\$280.00	\$280.00
Service	05/16/2025 - Report Preparation / Julie Solomon: Progress Report Team Discussion + internal/external email	1.50	\$280.00	\$420.00
Service	05/16/2025 - Meeting, Ad Hoc: Internal / John Salomone: Semiannual report language discussion	1.25	\$100.00	\$125.00

Service	05/16/2025 - Fact Finding & Analysis / Bill Murphy: Evaluated Supervisory Leadership training class curriculum, made comments and suggestions to the training documents. Conferred with CMD Brown and Lt. Carlson on multiple occasions to discuss training curriculum. Forwarded comments to vendor and Training Division.	4.00	\$280.00	\$1,120.00
Service	05/16/2025 - Report Preparation / Bill Murphy: Conferred with ELEFA Team on suggested changes by MPD and MDHR to our semi-annual report. Reviewed updated semi-annual report and made comments prior to meeting.	2.00	\$280.00	\$560.00
Service	05/16/2025 - Report Preparation / Eric Melancon: Coordination of technical revisions for Semi Annual report	1.00	\$280.00	\$280.00
Service	05/16/2025 - Report Preparation / Eric Melancon: Team meeting in semi annual report	1.00	\$280.00	\$280.00
Service	05/16/2025 - Report Preparation / Eric Melancon: Drafting of summary of semi annual report	0.50	\$280.00	\$140.00
Service	05/16/2025 - Report Preparation / David Douglass: Review and revise report.	5.00	\$350.00	\$1,750.00
Service	05/16/2025 - Report Preparation / Arlinda Westbrook: Semi Annual Report Discussion	1.00	\$280.00	\$280.00
Service	05/17/2025 - Report Preparation / Eric Melancon: Coordination with Arlinda on Accountability Section	1.50	\$280.00	\$420.00
Service	05/17/2025 - Report Preparation / Eric Melancon: Updates to semi annual report	2.75	\$280.00	\$770.00
Service	05/17/2025 - Report Preparation / David Douglass: Review and revise Progress Report	2.00	\$350.00	\$700.00
Service	05/17/2025 - Report Preparation / Carolina Maberry: Changes to IA and OPCR charts/figures/language regarding backlog	3.00	\$30.00	\$90.00
Service	05/17/2025 - Report Preparation / Arlinda Westbrook: Elefa/MDHR Semi Annual Report discussion	1.00	\$280.00	\$280.00
Product	05/12/2025 - Per Diem: Partial Day (day of travel) / Michael Harrison	1.00	\$59.25	\$59.25
Product	05/12/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from airport to hotel	1.00	\$46.68	\$46.68
Product	05/12/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass	1.00	\$66.44	\$66.44
Product	05/12/2025 - Per Diem: Partial Day (day of travel) / David Douglass	1.00	\$59.25	\$59.25
Product	05/13/2025 - Per Diem: Full Day / Michael Harrison	1.00	\$79.00	\$79.00
Product	05/13/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber to new 1st Precinct	1.00	\$9.90	\$9.90
Product	05/13/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber to 4th Precinct	1.00	\$11.95	\$11.95
Product	05/13/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from 4th Precinct	1.00	\$12.97	\$12.97

Product	05/13/2025 - Airfare / Bill Murphy: Delta Airline Receipt	1.00	\$468.96	\$468.96
Product	05/13/2025 - Lodging / Bill Murphy: Emery Hotel Receipt	1.00	\$340.48	\$340.48
Product	05/13/2025 - To and From Home Airport / Bill Murphy: Uber to airport from home.	1.00	\$50.36	\$50.36
Product	05/13/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber to hotel from airport.	1.00	\$38.98	\$38.98
Product	05/13/2025 - Per Diem: Partial Day (day of travel) / Bill Murphy: Travel to MPLS but worked multiple hours on ride along.	1.00	\$59.25	\$59.25
Product	05/13/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass	1.00	\$13.91	\$13.91
Product	05/13/2025 - Per Diem: Full Day / David Douglass	1.00	\$79.00	\$79.00
Product	05/14/2025 - Per Diem: Full Day / Michael Harrison	1.00	\$79.00	\$79.00
Product	05/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber to 5th Precinct	1.00	\$11.97	\$11.97
Product	05/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from 5th Precinct	1.00	\$15.97	\$15.97
Product	05/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber to Academy from hotel.	1.00	\$14.40	\$14.40
Product	05/14/2025 - Per Diem: Full Day / Bill Murphy: Met with Training Division staff then observed 8-hours of training.	1.00	\$79.00	\$79.00
Product	05/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass	1.00	\$11.94	\$11.94
Product	05/14/2025 - Per Diem: Full Day / David Douglass	1.00	\$79.00	\$79.00
Product	05/15/2025 - Per Diem: Partial Day (day of travel) / Michael Harrison	1.00	\$59.25	\$59.25
Product	05/15/2025 - Lodging / Michael Harrison: Residence Inn	1.00	\$558.58	\$558.58
Product	05/15/2025 - To and From Home Airport / Michael Harrison: Uber from airport to home	1.00	\$64.38	\$64.38
Product	05/15/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber to airport from hotel.	1.00	\$50.20	\$50.20
Product	05/15/2025 - Per Diem: Partial Day (day of travel) / Bill Murphy: Flew home.	1.00	\$59.25	\$59.25
Product	05/15/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass	1.00	\$48.88	\$48.88
Product	05/15/2025 - Lodging / David Douglass	1.00	\$558.58	\$558.58
Product	05/15/2025 - Per Diem: Partial Day (day of travel) / David Douglass	1.00	\$59.25	\$59.25
Product	05/15/2025 - Airfare / Michael Harrison: Delta Airlines Receipt	1.00	\$506.96	\$506.96

Subtotal **\$124,562.99**

Payments	-\$124,562.99
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Amount Due	\$0.00
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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.