

INVOICE

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

Invoice ID **15**
PO Number **MPLMN-0000926499**
Issue Date **07/08/2025**
Due Date **08/07/2025 (Net 30)**
Subject **Effective Law Enforcement for All (Supplier 0000033526), Invoice for May 18 - June 17 2025**

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

Item Type	Description	Quantity	Unit Price	Amount
Service	05/18/2025 - Report Preparation / Eric Melancon: Update and finalization of semi annual report	1.25	\$280.00	\$350.00
Service	05/18/2025 - Report Preparation / David Douglass: Review and revise report	2.00	\$350.00	\$700.00
Service	05/18/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Carolina Maberry: Report Summary Three Pager	3.00	\$30.00	\$90.00
Service	05/18/2025 - Report Preparation / Carolina Maberry: IA Chart Updates	1.00	\$30.00	\$30.00
Service	05/19/2025 - Admin: Scheduling and Coordination / John Salomone	0.25	\$100.00	\$25.00
Service	05/19/2025 - Report Preparation / John Salomone: Emails to parties and internally re: Progress Report	1.25	\$100.00	\$125.00
Service	05/19/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Implementation Unit	2.00	\$350.00	\$700.00
Service	05/19/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: IA/OPCR SOP edit and review	1.00	\$280.00	\$280.00
Service	05/19/2025 - Document review: Policies / Eric Melancon: Review of updated EIS policy language (workshopping)	1.50	\$280.00	\$420.00
Service	05/19/2025 - Document review: Policies / Eric Melancon: ELEFA team internal review of EIS policy draft	1.50	\$280.00	\$420.00
Service	05/19/2025 - Report Preparation / Eric Melancon: Update to language in semi annual report summary	0.50	\$280.00	\$140.00
Service	05/19/2025 - Document review: Policies / Julie Solomon: Internal team meeting on EIS policy	1.50	\$280.00	\$420.00
Service	05/19/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email	0.50	\$280.00	\$140.00
Service	05/19/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Internal ELEFA meeting on EIS policy	1.50	\$280.00	\$420.00

Service	05/19/2025 - Meeting, Recurring: External / Lisa Fink: Attend biweekly meeting with policy team	1.00	\$280.00	\$280.00
Service	05/19/2025 - Planning / Lisa Fink: Follow ups from policy meeting regarding policy review planning	0.25	\$280.00	\$70.00
Service	05/19/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook about NDP policy and IA/OPCR SOP	0.50	\$280.00	\$140.00
Service	05/19/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR about EIS policy	0.50	\$280.00	\$140.00
Service	05/19/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Boody re NDP policy topics	0.75	\$280.00	\$210.00
Service	05/19/2025 - Fact Finding & Analysis / Lisa Fink: Research duty to intervene policies	0.25	\$280.00	\$70.00
Service	05/19/2025 - Report Preparation / Lisa Fink: Review and edits to Semiannual report summary materials	0.25	\$280.00	\$70.00
Service	05/19/2025 - Document review: Reports & Other Documents / Lisa Fink: Review MPD weekly update	0.25	\$280.00	\$70.00
Service	05/19/2025 - Document review: Policies / Lisa Fink: Edits to and sent EIS policy to MPD	0.75	\$280.00	\$210.00
Service	05/20/2025 - Report Preparation / John Salomone: Communications about and Emailing 2nd semiannual report	0.50	\$100.00	\$50.00
Service	05/20/2025 - Admin: Systems Setup and Maintenance / John Salomone: Updating sharepoint	0.25	\$100.00	\$25.00
Service	05/20/2025 - Meeting, Recurring: External / John Salomone	1.50	\$100.00	\$150.00
Service	05/20/2025 - Report Preparation / Michael Harrison: Media prep 9a-12:30pm	3.50	\$350.00	\$1,225.00
Service	05/20/2025 - Report Preparation / Michael Harrison: Media interviews WWCO TV, KARE 11 TV, Star Tribune, Fox 9 TV 1-3:30pm	2.50	\$350.00	\$875.00
Service	05/20/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with OPCR, Mary Ann, Arlinda 3:30-5:30pm	2.00	\$350.00	\$700.00
Service	05/20/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.50	\$280.00	\$420.00
Service	05/20/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Non-Discriminatory Policing policy working session	1.50	\$280.00	\$420.00
Service	05/20/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: CAO/Elefa	1.50	\$280.00	\$420.00
Service	05/20/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MPD Implementation	1.50	\$280.00	\$420.00
Service	05/20/2025 - Admin: Systems Setup and Maintenance / Carolina Maberry: Web updates: Report	3.00	\$30.00	\$90.00
Service	05/20/2025 - Document review: Reports & Other Documents / Eric Melancon: Review of documentation on facilities improvement	0.50	\$280.00	\$140.00

Service	05/20/2025 - Document review: Reports & Other Documents / Eric Melancon: Review of Employee support plan	0.75	\$280.00	\$210.00
Service	05/20/2025 - Document review: Policies / Eric Melancon: Coordination with MDHR on EIS policy and project status	0.50	\$280.00	\$140.00
Service	05/20/2025 - Document review: Reports & Other Documents / Julie Solomon: EM/JS Facilities Plan completion review	1.00	\$280.00	\$280.00
Service	05/20/2025 - Meeting, Recurring: External / Julie Solomon: Bi-weekly meeting with the Wellness Unit	1.00	\$280.00	\$280.00
Service	05/20/2025 - Document review: Reports & Other Documents / Julie Solomon: Draft notes from Bi-weekly, + review EM comments on Facilities Plan and draft formal comments + internal/external email	2.00	\$280.00	\$560.00
Service	05/20/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Calls w ELEFA members re NDP policy issues	0.25	\$280.00	\$70.00
Service	05/20/2025 - Document review: Policies / Lisa Fink: Review MDHR comments on Health & Wellness policies	0.25	\$280.00	\$70.00
Service	05/20/2025 - Meeting, Party Principals / Lisa Fink: Participate in meeting with parties regarding outstanding issues on NDP policies	0.50	\$280.00	\$140.00
Service	05/20/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Meeting with CAO and Westbrook and Harrison about a IA case and global issues surrounding the case.	1.75	\$280.00	\$490.00
Service	05/21/2025 - Meeting, Recurring: External / John Salomone: Weekly MPD meeting	0.25	\$100.00	\$25.00
Service	05/21/2025 - Meeting, Recurring: External / Michael Harrison: Meeting with MDHR 8:30am-10:30	2.00	\$350.00	\$700.00
Service	05/21/2025 - Community Engagement Activities / Michael Harrison: Travel to and meeting with Plymouth Congregation 11-12:30pm	1.50	\$350.00	\$525.00
Service	05/21/2025 - Meeting, Ad Hoc: External / Michael Harrison: Group Intake meeting 1-3pm	2.00	\$350.00	\$700.00
Service	05/21/2025 - Report Preparation / Michael Harrison: Media interview with WCCO TV 3-3:30pm	0.50	\$350.00	\$175.00
Service	05/21/2025 - Admin: Systems Setup and Maintenance / John Salomone: Updating sharepoint	0.50	\$100.00	\$50.00
Service	05/21/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa Meeting	2.00	\$280.00	\$560.00
Service	05/21/2025 - Fact Finding & Analysis / Arlinda Westbrook: IA Group Intake Meeting	2.00	\$280.00	\$560.00
Service	05/21/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with IA Deputy Chief sensitive misconduct complaint	0.75	\$280.00	\$210.00
Service	05/21/2025 - Community Engagement Activities / Arlinda Westbrook: Five Years After the Murder of George Floyd: A Look at the Past and Where Do We Go from Here? UROC University Of Minnesota Urban Research and Outreach-Engagement Center	3.00	\$280.00	\$840.00

Service	05/21/2025 - Workshopping Session: Policy Development / Eric Melancon: Participated in workshop on EIS	1.00	\$280.00	\$280.00
Service	05/21/2025 - Document review: Reports & Other Documents / Eric Melancon: Review of Facilities Plan resubmission	0.25	\$280.00	\$70.00
Service	05/21/2025 - Document review: Reports & Other Documents / Julie Solomon: Review EM comments on ESP + develop formal comments to the City + workshopping session with the parties on the EIS policy.	2.50	\$280.00	\$700.00
Service	05/21/2025 - Fact Finding & Analysis / Julie Solomon: Officer Focus Group	2.00	\$280.00	\$560.00
Service	05/21/2025 - Meeting, Ad Hoc: External / Julie Solomon: Review facilities tracker with MDHR + comments on Facilities Plan	1.00	\$280.00	\$280.00
Service	05/21/2025 - Meeting Prep / Lisa Fink: Prepare for EIS workshop by reviewing comments, communications with ELEFA members and call with R Brown.	1.00	\$280.00	\$280.00
Service	05/21/2025 - Workshopping Session: Policy Development / Lisa Fink: Participate in EIS policy workshop with parties.	1.00	\$280.00	\$280.00
Service	05/21/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in call with Commander Wilks re policy drafting process and review statuses	1.00	\$280.00	\$280.00
Service	05/21/2025 - Fact Finding & Analysis / Mary Ann Viverette: Attended (virtually) IA Intake morning session	2.00	\$280.00	\$560.00
Service	05/22/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Stephanie (MDHR), Bill, Baltimore PD: research on taser prong removal 11a-12pm	1.00	\$350.00	\$350.00
Service	05/22/2025 - Meeting, Party Principals / John Salomone: Parties' meeting	0.25	\$100.00	\$25.00
Service	05/22/2025 - Admin: Scheduling and Coordination / John Salomone: Scheduling council presentation	0.25	\$100.00	\$25.00
Service	05/22/2025 - Meeting, Recurring: Internal / Michael Harrison: Catch-up policy meeting with Lisa 3-30pm	0.50	\$350.00	\$175.00
Service	05/22/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: NDP para 37-41	0.25	\$100.00	\$25.00
Service	05/22/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Meeting with David and Arlinda 5:30-6:45pm	1.25	\$350.00	\$437.50
Service	05/22/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa Leadership team meeting	1.00	\$280.00	\$280.00
Service	05/22/2025 - Workshopping Session: Policy Development / Eric Melancon: Participated in EIS policy workshop	2.00	\$280.00	\$560.00
Service	05/22/2025 - Document review: Reports & Other Documents / Eric Melancon: Coordination with Julie and employee support plan and facilities plan review	1.00	\$280.00	\$280.00
Service	05/22/2025 - Technical Assistance to MPD or the City / Eric Melancon: UoF review module weekly meeting	0.50	\$280.00	\$140.00

Service	05/22/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred separately with Stephanie (MDHR), David and then Michael on Taser training and removal of Taser probes.	0.50	\$280.00	\$140.00
Service	05/22/2025 - Planning / Bill Murphy: Conferred with Dr. Pannell of Exceptional Edge Consulting on SSCA policies and training timelines.	0.75	\$280.00	\$210.00
Service	05/22/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Meeting with EM to discuss Facilities Plan and Employee Support Plan, compliance discussion	1.00	\$280.00	\$280.00
Service	05/22/2025 - Workshopping Session: Policy Development / Julie Solomon: Workshopping for EIS policy	2.00	\$280.00	\$560.00
Service	05/22/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Finalize formal comments to the City on ESP and Facilities Plan + internal/external email	1.25	\$280.00	\$350.00
Service	05/22/2025 - Document review: Policies / Lisa Fink: Reviewed latest version of 9-110 and sent response to MPD	0.25	\$280.00	\$70.00
Service	05/22/2025 - Document review: Policies / Lisa Fink: Reviewed comments on IA/OPCR SOP and arranged for ELEFA members to review the document.	0.50	\$280.00	\$140.00
Service	05/22/2025 - Document review: Policies / Lisa Fink: Reviewed correspondence and drafts of UOF, CIT, and Med Response policies distributed to MPD members	0.50	\$280.00	\$140.00
Service	05/22/2025 - Document review: Policies / Lisa Fink: Reviewed limitations on hours worked policy and corresponded with ELEFA members about it	0.25	\$280.00	\$70.00
Service	05/22/2025 - Workshopping Session: Policy Development / Lisa Fink: Participated in EIS policy workshop with parties	2.00	\$280.00	\$560.00
Service	05/22/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with A Westbrook regarding MPD and MDHR meetings and the policy review process	1.00	\$280.00	\$280.00
Service	05/22/2025 - Meeting, Recurring: Internal / Lisa Fink: Conducted weekly check-in meeting with M Harrison	0.50	\$280.00	\$140.00
Service	05/22/2025 - Document review: Policies / Mary Ann Viverette: Review of SOP before final send back, per L. Fink	2.75	\$280.00	\$770.00
Service	05/23/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Dr. Williams, Lt. Carlson, and Michael on separately on Taser training.	0.75	\$280.00	\$210.00
Service	05/23/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Dr. Williams on roll call training topics and timelines.	0.25	\$280.00	\$70.00
Service	05/27/2025 - Meeting, Recurring: External / John Salomone: Reformstat	0.75	\$100.00	\$75.00
Service	05/27/2025 - Admin: Systems Setup and Maintenance / John Salomone: Sharepoint updating	0.25	\$100.00	\$25.00
Service	05/27/2025 - Meeting, Recurring: Internal / John Salomone: weekly team check in	1.50	\$100.00	\$150.00

Service	05/27/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.25	\$280.00	\$350.00
Service	05/27/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa MN -Policy Review Process discussion with MDHR	1.50	\$280.00	\$420.00
Service	05/27/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly Minneapolis Team Meeting	2.00	\$280.00	\$560.00
Service	05/27/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Carolina Maberry: Draft Memo to the Parties re: Community Partner	1.00	\$30.00	\$30.00
Service	05/27/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.50	\$280.00	\$420.00
Service	05/27/2025 - Document review: Reports & Other Documents / Bill Murphy: Evaluated FTO surveys for FTOs and OITs. Likert scale surveys.	0.25	\$280.00	\$70.00
Service	05/27/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CMD Brown on UOF-Day 2, Taser probe removal training.	0.25	\$280.00	\$70.00
Service	05/27/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	1.75	\$280.00	\$490.00
Service	05/27/2025 - Meeting, Ad Hoc: External / Julie Solomon: Re: H/W policy related to on duty work out and officer focus group	0.50	\$280.00	\$140.00
Service	05/27/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with the Parties re: BCR data	1.00	\$280.00	\$280.00
Service	05/27/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly Team Check-in	1.50	\$280.00	\$420.00
Service	05/27/2025 - Meeting Prep / Lisa Fink: Prepare for call with MDHR regarding policy review processes	0.25	\$280.00	\$70.00
Service	05/27/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with D Douglass in preparation for MDHR meeting on policy review process	0.25	\$280.00	\$70.00
Service	05/27/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in meeting with ELEFA leadership and MDHR regarding policy review process	1.50	\$280.00	\$420.00
Service	05/27/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participate in internal ELEFA meeting regarding health and wellness policy issue that was discussed in officer focus group	0.50	\$280.00	\$140.00
Service	05/27/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with M Viverette regarding IA/OPCR Investigations SOP	0.75	\$280.00	\$210.00
Service	05/27/2025 - Planning / Lisa Fink: Drafted follow-up proposed policy process for MDHR	0.25	\$280.00	\$70.00
Service	05/27/2025 - Document review: Policies / Lisa Fink: Conducted review for compliance and best practices of SSCA guiding principles policy	1.25	\$280.00	\$350.00
Service	05/27/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA meeting	1.50	\$280.00	\$420.00

Service	05/27/2025 - Document review: Policies / Lisa Fink: Conducted additional review of updated version of 9-100s (arrests and citations)	1.00	\$280.00	\$280.00
Service	05/27/2025 - Meeting, Recurring: External / Mary Ann Viverette: Reform Stat updates	0.75	\$280.00	\$210.00
Service	05/27/2025 - Document review: Policies / Mary Ann Viverette: Meeting with J. Solomon and Lisa Fink on Health and Wellness workout policy and transitions to L. Fink review of SOP comments	1.25	\$280.00	\$350.00
Service	05/27/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: Weekly EFEFA meeting	1.00	\$280.00	\$280.00
Service	05/27/2025 - Meeting, Recurring: External / Michael Harrison: Reform Stat	0.75	\$350.00	\$262.50
Service	05/27/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Policy Processes	1.25	\$350.00	\$437.50
Service	05/28/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa	1.00	\$280.00	\$280.00
Service	05/28/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/MPD Implementation Unit Weekly Meeting	1.00	\$280.00	\$280.00
Service	05/28/2025 - Meeting, Recurring: External / Arlinda Westbrook: IA/OPCR SOP Open Issues Touchbase	1.00	\$280.00	\$280.00
Service	05/28/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly Meeting	1.00	\$280.00	\$280.00
Service	05/28/2025 - Meeting, Recurring: External / Arlinda Westbrook: Bi-Weekly IA/Fit/Elefa Progress Check -in	1.50	\$280.00	\$420.00
Service	05/28/2025 - Meeting, Recurring: External / Eric Melancon: Weekly meeting with IT Director	0.50	\$280.00	\$140.00
Service	05/28/2025 - Meeting, Ad Hoc: External / Eric Melancon: Meeting on Dashboard data display	0.50	\$280.00	\$140.00
Service	05/28/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Coordination call with Harrison	0.25	\$280.00	\$70.00
Service	05/28/2025 - Document review: Policies / Bill Murphy: Evaluated a clean version FTO-SOP and policy. Made comments to the documents. Conferred with Lisa on documents.	2.75	\$280.00	\$770.00
Service	05/28/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with the parties regarding EIS policy + phone call with EM + internal/external email	1.50	\$280.00	\$420.00
Service	05/28/2025 - Meeting, Ad Hoc: External / Lisa Fink: Communications with ELEFA, MDHR and MPD members regarding policy reviews	0.25	\$280.00	\$70.00
Service	05/28/2025 - Document review: Policies / Lisa Fink: Review of IA/OPCR SOP for final comments.	0.25	\$280.00	\$70.00
Service	05/28/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participated in call with CAO and ELEFA regarding IA/OPCR SOP	1.00	\$280.00	\$280.00

Service	05/28/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with S Wiersma regarding status of policy reviews.	0.25	\$280.00	\$70.00
Service	05/28/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Communications with D Douglass regarding MVVG	0.25	\$280.00	\$70.00
Service	05/28/2025 - Workshopping Session: Policy Development / Lisa Fink: Participated in EIS policy workshop with parties	0.75	\$280.00	\$210.00
Service	05/28/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review and evaluation of FTO SOP against settlement agreement requirements.	5.25	\$280.00	\$1,470.00
Service	05/28/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Meeting with A Westbrook, L. Fink and CAOs on Sop finalization issues	2.50	\$280.00	\$700.00
Service	05/28/2025 - Fact Finding & Analysis / Mary Ann Viverette: Sat in on OPCR Panel review that was canceled after early discussions because one Commissioner did not have time to prepare	0.25	\$280.00	\$70.00
Service	05/28/2025 - Meeting, Recurring: External / Mary Ann Viverette: Participated in part of FIT weekly meeting	0.75	\$280.00	\$210.00
Service	05/28/2025 - Meeting, Party Principals / Michael Harrison: Weekly ELEFA/MDHR meeting	1.00	\$350.00	\$350.00
Service	05/29/2025 - Meeting, Party Principals / John Salomone: Parties' meeting	0.50	\$100.00	\$50.00
Service	05/29/2025 - Meeting, Recurring: External / Arlinda Westbrook: Mpls/MDHR/Elefa Weekly Check-in	0.75	\$280.00	\$210.00
Service	05/29/2025 - Meeting, Recurring: External / Eric Melancon: Monthly EIS update meeting	0.50	\$280.00	\$140.00
Service	05/29/2025 - Technical Assistance to MPD or the City / Eric Melancon: Meeting with Dep. Comm. of Community Safety on scheduling system	0.50	\$280.00	\$140.00
Service	05/29/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CMD Brown on Taser probe training issue and TNA community participation.	0.50	\$280.00	\$140.00
Service	05/29/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with City re: EIS Benchmark + phone call with EM + internal/external email.	1.00	\$280.00	\$280.00
Service	05/29/2025 - Document review: Policies / Lisa Fink: Conducted additional review of FTO SOP, comparing against other departments' FTO policies for best practices	1.00	\$280.00	\$280.00
Service	05/29/2025 - Document review: Policies / Lisa Fink: Conducted review of Training Policy (2-500s) and evaluated content against SA requirements	1.25	\$280.00	\$350.00
Service	05/29/2025 - Document review: Policies / Lisa Fink: Finalize comments on IA/OPCR SOP and sent comments to MDHR	0.25	\$280.00	\$70.00
Service	05/29/2025 - Meeting, Ad Hoc: External / Michael Harrison: community Engagement meeting	0.25	\$350.00	\$87.50

Service	05/29/2025 - Document review: Policies / Michael Harrison: FTO-SOP, policy clean copy review 9:15-11:15am	2.00	\$350.00	\$700.00
Service	05/29/2025 - Meeting, Ad Hoc: External / Michael Harrison: Discussion on staffing with City IT, OPCS	0.50	\$350.00	\$175.00
Service	05/29/2025 - Meeting, Party Principals / Michael Harrison: ELEFA, MPLS, MDHR weekly check in	0.25	\$350.00	\$87.50
Service	05/30/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa Community Engagement Planning Meeting	1.00	\$280.00	\$280.00
Service	05/30/2025 - Fact Finding & Analysis / Arlinda Westbrook: OPCR Intake Case Presentations	2.00	\$280.00	\$560.00
Service	05/30/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email	0.25	\$280.00	\$70.00
Service	05/30/2025 - Document review: Policies / Lisa Fink: Finalize ELEFA review of 9-100 and SSCA guiding principles and sent to MDHR	0.50	\$280.00	\$140.00
Service	05/30/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with D Douglass, then sent policy review summary points to MDHR	0.25	\$280.00	\$70.00
Service	05/30/2025 - Document review: Policies / Mary Ann Viverette: Reviewed 9-100 and SSCA Guiding Principles again per L. Fink	1.00	\$280.00	\$280.00
Service	05/30/2025 - Fact Finding & Analysis / Mary Ann Viverette: Sat in on OPCR Intake	1.00	\$280.00	\$280.00
Service	05/30/2025 - Fact Finding & Analysis / Mary Ann Viverette: Attended CCPO Panel reviews (partial)	1.50	\$280.00	\$420.00
Service	05/30/2025 - Meeting, Ad Hoc: External / Michael Harrison: Community Engagement meeting	0.75	\$350.00	\$262.50
Service	06/02/2025 - Document review: Reports & Other Documents / Eric Melancon: Coordination with Julie on Employee Support Plan compliance review	1.00	\$280.00	\$280.00
Service	06/02/2025 - Meeting, Ad Hoc: External / Eric Melancon: Meeting with MDHR on EIS topics	0.75	\$280.00	\$210.00
Service	06/02/2025 - Meeting, Recurring: Internal / John Salomone: Weekly PM meeting	1.00	\$100.00	\$100.00
Service	06/02/2025 - Meeting, Recurring: Internal / John Salomone: Weekly MPLS Team meeting prep	0.25	\$100.00	\$25.00
Service	06/02/2025 - Document review: Reports & Other Documents / Eric Melancon: Update of the compliance assessment of Employee Support Plan	0.50	\$280.00	\$140.00
Service	06/02/2025 - Planning / Lisa Fink: Prepare for policy biweekly	0.25	\$280.00	\$70.00
Service	06/02/2025 - Meeting, Recurring: External / Lisa Fink: Participate in biweekly meeting with MPD policy team	1.00	\$280.00	\$280.00
Service	06/02/2025 - Document review: Policies / Lisa Fink: Conducted review of BWC/ICC policy comments to assess status	0.75	\$280.00	\$210.00
Service	06/02/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with J Solomon regarding H&W and EIS policies	0.50	\$280.00	\$140.00

Service	06/02/2025 - Admin: Document Coding, Storage, and Tracking / Lisa Fink: Various communications regarding accessing UOF training materials	0.25	\$280.00	\$70.00
Service	06/02/2025 - Document review: Training / Bill Murphy: Conferred with Lt. Carlson on supervisory leadership training status.	0.25	\$280.00	\$70.00
Service	06/02/2025 - Document review: Training / Bill Murphy: Conferred with MDHR, CA Office, and MPD on Taser probe removal training.	0.50	\$280.00	\$140.00
Service	06/02/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa and OPCR Commander Data discussion	1.00	\$280.00	\$280.00
Service	06/02/2025 - Meeting, Recurring: Internal / David Douglass: Project management planning	1.50	\$350.00	\$525.00
Service	06/02/2025 - Document review: Reports & Other Documents / David Douglass: Review ReformStat slides	0.25	\$350.00	\$87.50
Service	06/02/2025 - Meeting Prep / David Douglass: EVALUATE MVVG ISSUE, evaluate officer wellness plan, compliance issues, prepare for city council appearance	2.00	\$350.00	\$700.00
Service	06/02/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Discussion with DD and EM re: compliance assessment of ESP + update facilities tracker + develop final comments on ESP for production + call with LF re: H/W policy	2.00	\$280.00	\$560.00
Service	06/02/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with MDHR re: EIS + follow up phone call with EM	1.00	\$280.00	\$280.00
Service	06/02/2025 - Meeting, Party Principals / Michael Harrison: Taser removal conversation with MLPS/MDHR/ELEFA 2:30-3pm	0.50	\$350.00	\$175.00
Service	06/02/2025 - Meeting, Recurring: Internal / Michael Harrison: Project management meeting	1.50	\$350.00	\$525.00
Service	06/03/2025 - Meeting, Recurring: External / John Salomone: Reformstat, prep, and follow-up	1.50	\$100.00	\$150.00
Service	06/03/2025 - Admin: Document Coding, Storage, and Tracking / Lisa Fink: Determining policy review status on various topic areas.	0.25	\$280.00	\$70.00
Service	06/03/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting	1.50	\$100.00	\$150.00
Service	06/03/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.50	\$280.00	\$420.00
Service	06/03/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Meeting with Nelson Mullins on survey design	0.50	\$280.00	\$140.00
Service	06/03/2025 - Document review: Policies / Lisa Fink: Communications with MDHR about SSCA and FTO policy and SOP reviews	0.25	\$280.00	\$70.00
Service	06/03/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participate in internal meeting with B Murphy regarding comments on FTO SOP and training policy	1.50	\$280.00	\$420.00
Service	06/03/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with P Barrette regarding FTO SOP and policy work	0.50	\$280.00	\$140.00

Service	06/03/2025 - Document review: Policies / Lisa Fink: Reviewed and provided feedback on communication to parties regarding MVVG	0.25	\$280.00	\$70.00
Service	06/03/2025 - Document review: Policies / Lisa Fink: Reviewed comments on FTO SOP	0.25	\$280.00	\$70.00
Service	06/03/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	1.25	\$280.00	\$350.00
Service	06/03/2025 - Document review: Policies / Lisa Fink: Reviewed MDHR's comments on IA/OPCR SOP to prepare for tomorrow's meeting with MDHR	1.25	\$280.00	\$350.00
Service	06/03/2025 - Admin: Document Coding, Storage, and Tracking / Lisa Fink: Review and update status of various policy reviews	0.25	\$280.00	\$70.00
Service	06/03/2025 - Meeting, Recurring: Internal / Mary Ann Viverette	1.50	\$280.00	\$420.00
Service	06/03/2025 - Document review: Training / Bill Murphy: Evaluated Internal Affairs (IA) training documents for the supervisor course and the Lateral Academy course.	1.00	\$280.00	\$280.00
Service	06/03/2025 - Document review: Policies / Bill Murphy: Conferred with Lisa on FTO SOP and policy. Added and discussed comments to the documents.	1.50	\$280.00	\$420.00
Service	06/03/2025 - Fact Finding & Analysis / Bill Murphy: Conferred with the supervisor focus group. Group discussed working on duty policy and the First Amendment policy.	1.25	\$280.00	\$350.00
Service	06/03/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	1.50	\$280.00	\$420.00
Service	06/03/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.50	\$280.00	\$420.00
Service	06/03/2025 - Fact Finding & Analysis / Arlinda Westbrook: IA Group Intake Meeting	1.50	\$280.00	\$420.00
Service	06/03/2025 - Fact Finding & Analysis / Arlinda Westbrook: IA Group Intake Meeting #2	2.00	\$280.00	\$560.00
Service	06/03/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly Minneapolis Team Meeting	1.75	\$280.00	\$490.00
Service	06/03/2025 - Meeting, Recurring: Internal / Carolina Maberry	1.00	\$30.00	\$30.00
Service	06/03/2025 - Meeting, Recurring: External / David Douglass: ReformStat meeting	0.75	\$350.00	\$262.50
Service	06/03/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly Team Check-in + internal/external email	1.75	\$280.00	\$490.00
Service	06/03/2025 - Meeting, Recurring: External / Michael Harrison: Reform stat	1.25	\$350.00	\$437.50
Service	06/03/2025 - Fact Finding & Analysis / Michael Harrison: Group Intake special meeting IA	3.25	\$350.00	\$1,137.50
Service	06/03/2025 - Meeting, Recurring: Internal / Michael Harrison: ELEFA team meeting 3:30-5pm	1.50	\$350.00	\$525.00

Service	06/04/2025 - Meeting, Recurring: External / John Salomone: Weekly MPD check in	0.25	\$100.00	\$25.00
Service	06/04/2025 - Document review: Reports & Other Documents / Julie Solomon: Review CD/SA discrepancies-document from the city, where integration fits into current SA under specific sections	0.75	\$280.00	\$210.00
Service	06/04/2025 - Document review: Policies / Julie Solomon: EIS 27pg policy review	0.50	\$280.00	\$140.00
Service	06/04/2025 - Meeting, Ad Hoc: Internal / John Salomone: Community Meeting logistics	1.00	\$100.00	\$100.00
Service	06/04/2025 - Meeting, Party Principals / Julie Solomon: Meeting with IU re: tracker	0.50	\$280.00	\$140.00
Service	06/04/2025 - Progress Evaluation & Reporting / Eric Melancon: Review of backlog definitions for misconduct case data	0.25	\$280.00	\$70.00
Service	06/04/2025 - Progress Evaluation & Reporting / Eric Melancon: Review of facilities improvement dashboard with MPD	0.50	\$280.00	\$140.00
Service	06/04/2025 - Document review: Policies / Mary Ann Viverette: Reviewed IA/OPCR SOP with MDHR for finalization	1.75	\$280.00	\$490.00
Service	06/04/2025 - Document review: Reports & Other Documents / Julie Solomon: Revisions to ESP Plan formal comments + phone call with DD re: plan + revisions x 2	1.00	\$280.00	\$280.00
Service	06/04/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed weekly Implementation Unit update	0.25	\$280.00	\$70.00
Service	06/04/2025 - Document review: Policies / Lisa Fink: Review IA/OPCR SOP in preparation for call with MDHR	0.25	\$280.00	\$70.00
Service	06/04/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participated in call with MDHR and ELEFA members regarding comments on IA/OPCR SOP, follow-up call with just ELEFA members to resolve question	2.00	\$280.00	\$560.00
Service	06/04/2025 - Document review: Policies / Lisa Fink: Added ELEFA comments to IA/OPCR SOP with MDHR comments	0.50	\$280.00	\$140.00
Service	06/04/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review of SSCA policies with MDHR's updated comments and edits and flagged several for discussion.	2.25	\$280.00	\$630.00
Service	06/04/2025 - Document review: Training / Bill Murphy: Observed supervisory leadership pilot training conducted by Idea Analytics.	1.25	\$280.00	\$350.00
Service	06/04/2025 - Document review: Training / Bill Murphy: Observe UOF Day-2 training at the SOC via TEAMS.	8.00	\$280.00	\$2,240.00
Service	06/04/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: MDHR/Elefa Meeting	1.00	\$280.00	\$280.00
Service	06/04/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting with David	0.75	\$280.00	\$210.00
Service	06/04/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa MN July Community Meeting Logistics	1.50	\$280.00	\$420.00

Service	06/04/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa/OPCR Weekly Meeting	1.00	\$280.00	\$280.00
Service	06/04/2025 - Community Engagement Activities / Arlinda Westbrook: Safe and Thriving Communities Work Group meeting with Plymouth Community	1.00	\$280.00	\$280.00
Service	06/04/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa and MDHR-IA/OPCR SOP Working group	2.00	\$280.00	\$560.00
Service	06/04/2025 - Admin: Scheduling and Coordination / Carolina Maberry: Meeting and follow-up tasks (reaching out to vendors) Arlinda and John re: Minneapolis public sessions	1.50	\$30.00	\$45.00
Service	06/04/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Carolina Maberry: Report Summary Presentation	3.00	\$30.00	\$90.00
Service	06/04/2025 - Meeting, Recurring: External / David Douglass: MDHR weekly check-in	1.00	\$350.00	\$350.00
Service	06/04/2025 - Meeting, Recurring: External / David Douglass: Weekly Implementation Unit meeting	0.25	\$350.00	\$87.50
Service	06/04/2025 - Meeting, Ad Hoc: Internal / David Douglass: Coordination meeting with Chief Harrison and Ms. Westbrook	0.75	\$350.00	\$262.50
Service	06/04/2025 - Meeting Prep / David Douglass: Prepare city council presentation	1.00	\$350.00	\$350.00
Service	06/04/2025 - Prepare Memoranda, Correspondence, or other Written Communications / David Douglass: Review and revise findings letter regarding employee support plan	0.75	\$350.00	\$262.50
Service	06/04/2025 - Meeting, Party Principals / Michael Harrison: ELEFA/MDHR meeting 9-10am	1.00	\$350.00	\$350.00
Service	06/05/2025 - Meeting, Party Principals / Julie Solomon: Meeting with the City re: ¶1286 and discriminatory policing within EIS + phone call with EM + final changes to the ESP formal comments	1.50	\$280.00	\$420.00
Service	06/05/2025 - Meeting, Ad Hoc: Internal / John Salomone: July public meeting logistics w/ Carolina and Arlinda	0.25	\$100.00	\$25.00
Service	06/05/2025 - Meeting, Ad Hoc: External / Eric Melancon: Meeting with City Attorney on EIS topics	0.75	\$280.00	\$210.00
Service	06/05/2025 - Meeting, Recurring: External / Eric Melancon: Weekly meeting on UOF module	0.50	\$280.00	\$140.00
Service	06/05/2025 - Admin: Scheduling and Coordination / Lisa Fink: Communications with parties about workshopping SSCA and IA/OPCR SOP	0.25	\$280.00	\$70.00
Service	06/05/2025 - Meeting, Ad Hoc: External / Lisa Fink: Meet with B Lafranchi regarding QRP policy	1.00	\$280.00	\$280.00
Service	06/05/2025 - Document review: Policies / Lisa Fink: Conduct review and analysis of BWC policy	2.25	\$280.00	\$630.00
Service	06/05/2025 - Document review: Policies / Lisa Fink: Began in-depth review of EIS policy	0.50	\$280.00	\$140.00

Service	06/05/2025 - Document review: Data Sets / Bill Murphy: Conferred with Benchmark on UOF data system development.	0.50	\$280.00	\$140.00
Service	06/05/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: July Community Meeting Logistics	1.00	\$280.00	\$280.00
Service	06/05/2025 - Meeting, Party Principals / David Douglass: Confer with City re SA/CD integration	1.00	\$350.00	\$350.00
Service	06/05/2025 - Meeting Prep / David Douglass: Prepare Council presentation	2.00	\$350.00	\$700.00
Service	06/05/2025 - Fact Finding & Analysis / David Douglass: Respond to questions re SA/CD integration	0.50	\$350.00	\$175.00
Service	06/05/2025 - Fact Finding & Analysis / Michael Harrison: Group intake meeting IA 10-11am	1.00	\$350.00	\$350.00
Service	06/06/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Equipment Support Plan cover letter editing, transmittal, storage	1.50	\$100.00	\$150.00
Service	06/06/2025 - Document review: Policies / Eric Melancon: Reviewed BWC and ICC policy revisions	1.00	\$280.00	\$280.00
Service	06/06/2025 - Document review: Data Sets / Eric Melancon: Review of Benchmark system for UOF / QAR Form	0.50	\$280.00	\$140.00
Service	06/06/2025 - Meeting, Ad Hoc: Internal / John Salomone: Call with David re: Team meeting agenda items and follow up actions	0.50	\$100.00	\$50.00
Service	06/06/2025 - Document review: Policies / Mary Ann Viverette: 9-200 with Lisa and then person re-review of almost-final submission	2.00	\$280.00	\$560.00
Service	06/06/2025 - Document review: Policies / Lisa Fink: Additional edits to BWC policy and comments and sent updated version to ELEFA members for review	0.50	\$280.00	\$140.00
Service	06/06/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Prepare for and participate in call with M Viverette about SSCA policies	0.75	\$280.00	\$210.00
Service	06/06/2025 - Document review: Policies / Lisa Fink: Review comments in SSCA policies and invite to MDHR to discuss	0.25	\$280.00	\$70.00
Service	06/09/2025 - Document review: Policies / Lisa Fink: Finalize comments on FTO SOP and policy and sent to MDHR	0.50	\$280.00	\$140.00
Service	06/09/2025 - Document review: Policies / Lisa Fink: Review of comments in SSCA and BWC policies to discuss with David	0.25	\$280.00	\$70.00
Service	06/09/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with D Douglass about comments in SSCA and BWC policies	0.25	\$280.00	\$70.00
Service	06/09/2025 - Document review: Policies / Julie Solomon: EIS Policy	1.50	\$280.00	\$420.00
Service	06/09/2025 - Document review: Policies / Mary Ann Viverette: With L Fink and MDHR SSCA policies	1.50	\$280.00	\$420.00
Service	06/09/2025 - Meeting, Recurring: Internal / John Salomone: Weekly PM Meeting	0.75	\$100.00	\$75.00

Service	06/09/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participated in call with MDHR regarding SSCA policy review	1.50	\$280.00	\$420.00
Service	06/09/2025 - Document review: Policies / Lisa Fink: Finalized comments on SSCA policies and sent to MPD	0.50	\$280.00	\$140.00
Service	06/09/2025 - Document review: Policies / Lisa Fink: Communications with ELEFA members about NDP and PJ policy updates	0.25	\$280.00	\$70.00
Service	06/09/2025 - Document review: Policies / Lisa Fink: Revise ELEFA comments on BWC policies	0.25	\$280.00	\$70.00
Service	06/09/2025 - Meeting Prep / Lisa Fink: Wrote Semiannual Report summary for City Council presentation	0.25	\$280.00	\$70.00
Service	06/09/2025 - Meeting, Recurring: Internal / David Douglass: Weekly project management meeting	0.75	\$350.00	\$262.50
Service	06/09/2025 - Meeting, Recurring: Internal / David Douglass: Draft locally liaison agreement	1.50	\$350.00	\$525.00
Service	06/09/2025 - Document review: Data Sets / Bill Murphy: Evaluated Quality Assurance Review (QAR) reports in the Benchmark system.	0.25	\$280.00	\$70.00
Service	06/09/2025 - Workshopping Session: Training Development / Bill Murphy: Conferred with Idea Analytics and debriefed the supervisory leadership pilot 8-hour class.	0.75	\$280.00	\$210.00
Service	06/09/2025 - Workshopping Session: Policy Development / Bill Murphy: Conferred with Lisa on FTO-SOP and delayed workshopping meeting. Left voicemails for CMD Brown and Director Williams on delay.	0.25	\$280.00	\$70.00
Service	06/09/2025 - Document review: Data Sets / Bill Murphy: Conferred with Benchmark and observed demonstration of the new QAR forms in Benchmark.	1.00	\$280.00	\$280.00
Service	06/09/2025 - Document review: Training / Bill Murphy: Evaluated UOF Day-3 training documents.	1.50	\$280.00	\$420.00
Service	06/09/2025 - Meeting, Recurring: Internal / Carolina Maberry	1.00	\$30.00	\$30.00
Service	06/10/2025 - Meeting Prep / Eric Melancon: Prepared talking points for ELEFA presentation to City Council	1.00	\$280.00	\$280.00
Service	06/10/2025 - Meeting, Recurring: External / Michael Harrison: Reform stat	1.50	\$350.00	\$525.00
Service	06/10/2025 - Meeting, Recurring: External / John Salomone: Reformstat meeting and follow-up on slides	1.75	\$100.00	\$175.00
Service	06/10/2025 - Document review: Reports & Other Documents / John Salomone: Team Lead briefing points to City Council	0.25	\$100.00	\$25.00
Service	06/10/2025 - Meeting, Recurring: External / Michael Harrison: Group In-take meeting IA	0.25	\$350.00	\$87.50
Service	06/10/2025 - Document review: Reports & Other Documents / Mary Ann Viverette: Virtually attended IA Intake plus follow-up case notes	1.25	\$280.00	\$350.00

Service	06/10/2025 - Document review: Reports & Other Documents / John Salomone: Review Year 1 Invoice data in prep for team leads' council presentation	0.25	\$100.00	\$25.00
Service	06/10/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting	1.50	\$100.00	\$150.00
Service	06/10/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly team meeting	1.50	\$350.00	\$525.00
Service	06/10/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly EFELFA meeting	1.75	\$280.00	\$490.00
Service	06/10/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: Weekly update meeting (partial)	0.75	\$280.00	\$210.00
Service	06/10/2025 - Document review: Policies / Lisa Fink: Communications with ELEFA member regarding critical incident communications plan and FTO policy and SOP work	0.25	\$280.00	\$70.00
Service	06/10/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review and analysis of updated draft of EIS policy	2.00	\$280.00	\$560.00
Service	06/10/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	1.50	\$280.00	\$420.00
Service	06/10/2025 - Document review: Reports & Other Documents / Lisa Fink: Review weekly reformstat presentation	0.25	\$280.00	\$70.00
Service	06/10/2025 - Document review: Reports & Other Documents / Lisa Fink: Review talking points for city council meeting	0.25	\$280.00	\$70.00
Service	06/10/2025 - Meeting, Recurring: External / David Douglass: Attend ReformStat mtg	1.00	\$350.00	\$350.00
Service	06/10/2025 - Document review: Training / David Douglass: Email parties regarding mission, vision, values, and goals language change	0.25	\$350.00	\$87.50
Service	06/10/2025 - Meeting, Recurring: Internal / David Douglass: Attend weekly team meeting	2.00	\$350.00	\$700.00
Service	06/10/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.50	\$280.00	\$420.00
Service	06/10/2025 - Workshopping Session: Policy Development / Bill Murphy: Evaluated Critical Incidents Communications Policy and plan. Conferred with Lisa (twice) on policy.	2.50	\$280.00	\$700.00
Service	06/10/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status. Updated the City Council briefing document afterwards.	2.00	\$280.00	\$560.00
Service	06/10/2025 - Document review: Reports & Other Documents / Bill Murphy: Evaluated the weekly Reform Stat slide deck.	0.25	\$280.00	\$70.00
Service	06/10/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.50	\$280.00	\$420.00
Service	06/10/2025 - Fact Finding & Analysis / Arlinda Westbrook: Group Intake Meeting-IA	2.00	\$280.00	\$560.00

Service	06/11/2025 - Admin: Scheduling and Coordination / Lisa Fink: Finalizing and sending BWC policies to MDHR	0.25	\$280.00	\$70.00
Service	06/11/2025 - Meeting, Recurring: External / Michael Harrison: Weekly MDHR/ELEFA meeting	1.50	\$350.00	\$525.00
Service	06/11/2025 - Document review: Reports & Other Documents / Mary Ann Viverette: For Hearing updated IA and OPCR section with A. Westbrook	1.00	\$280.00	\$280.00
Service	06/11/2025 - Meeting, Recurring: External / John Salomone: Weekly meeting with MPD	1.00	\$100.00	\$100.00
Service	06/11/2025 - Meeting, Recurring: External / Michael Harrison: MPD/ELEFA Implementation Unit meeting	0.75	\$350.00	\$262.50
Service	06/11/2025 - Meeting, Recurring: External / Mary Ann Viverette: With ELEFA and MPD leadership	1.00	\$280.00	\$280.00
Service	06/11/2025 - Meeting, Recurring: External / Michael Harrison: Bi-weekly IA/FIT/ELEFA check-in	0.75	\$350.00	\$262.50
Service	06/11/2025 - Document review: Policies / Julie Solomon: EIS and Health and Wellness policy review + email	1.00	\$280.00	\$280.00
Service	06/11/2025 - Meeting, Recurring: External / Mary Ann Viverette: OPCR weekly update	1.25	\$280.00	\$350.00
Service	06/11/2025 - Meeting, Recurring: External / Mary Ann Viverette: IA/FIT bi-weekly updates (partial attendance)	0.75	\$280.00	\$210.00
Service	06/11/2025 - Document review: Policies / Eric Melancon: Review of latest iteration of EIS policy	1.00	\$280.00	\$280.00
Service	06/11/2025 - Document review: Training / Bill Murphy: Evaluated UOF Day-3 training documents (added comments) and forwarded documents via email to MDHR.	1.75	\$280.00	\$490.00
Service	06/11/2025 - Evaluate Training or Operations / Bill Murphy: Conferred with Lt Schoonover on status of creating an MPD Use of Force Review Board (UOFRB).	1.00	\$280.00	\$280.00
Service	06/11/2025 - Meeting, Recurring: External / David Douglass: MDHR meeting	1.50	\$350.00	\$525.00
Service	06/11/2025 - Meeting, Recurring: External / David Douglass: Implementation Unit meeting	0.50	\$350.00	\$175.00
Service	06/11/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Preparation for Elefa's Presentation to Council	1.00	\$280.00	\$280.00
Service	06/11/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa Meeting	1.00	\$280.00	\$280.00
Service	06/11/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/MPD Implementation Unit Meeting	1.00	\$280.00	\$280.00
Service	06/11/2025 - Report Preparation / Arlinda Westbrook: Report drafting and Review for Elefa's Council presentation	1.00	\$280.00	\$280.00
Service	06/11/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly meeting	1.00	\$280.00	\$280.00

Service	06/11/2025 - Meeting, Recurring: External / Arlinda Westbrook: Bi-Weekly IA/Fit/Elefa Progress Check in	1.00	\$280.00	\$280.00
Service	06/12/2025 - Document review: Policies / Julie Solomon: EIS policy reviews and response + phone call with LF + internal/external email	1.00	\$280.00	\$280.00
Service	06/12/2025 - Meeting, Party Principals / John Salomone: Weekly parties' meeting	0.50	\$100.00	\$50.00
Service	06/12/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Preparing ELEFA Yr 1 invoices for publishing on elefamn.org	0.25	\$100.00	\$25.00
Service	06/12/2025 - Meeting, Recurring: External / Mary Ann Viverette: Weekly meeting with MDHR and City representatives	0.50	\$280.00	\$140.00
Service	06/12/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Meeting: CUAPB letter 12p-12:30pm	0.50	\$350.00	\$175.00
Service	06/12/2025 - Meeting, Recurring: External / Michael Harrison: Weekly MLPS/MPD/ELEFA/MDHR meeting 2-2:30pm	0.50	\$350.00	\$175.00
Service	06/12/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Draft email to KSTP Channel 5 requesting a correction re: 6 Jun 25 story	0.75	\$100.00	\$75.00
Service	06/12/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Council Member Profile preparation for team leads' 16 June briefing to City Council	4.75	\$100.00	\$475.00
Service	06/12/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Discussion on survey questions	0.75	\$280.00	\$210.00
Service	06/12/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Communications with ELEFA members regarding MPD posting UOF policies	0.50	\$280.00	\$140.00
Service	06/12/2025 - Evaluate Training or Operations / Bill Murphy: Conferred with Sgt. Hanneman on UOF Day-3 training issues. Forwarded email to MDHR.	0.50	\$280.00	\$140.00
Service	06/12/2025 - Meeting Prep / David Douglass: Prepare for City Council hearing	3.00	\$350.00	\$1,050.00
Service	06/12/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa Leadership Meeting prep for Council presentation	1.00	\$280.00	\$280.00
Service	06/12/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/OPCR/CAO data meeting	1.00	\$280.00	\$280.00
Service	06/12/2025 - Meeting, Recurring: External / Arlinda Westbrook: Mpls/MDHR/Elefa Weekly meeting check in	0.75	\$280.00	\$210.00
Service	06/13/2025 - Meeting, Recurring: External / Eric Melancon: Coordination meeting with City IT	0.50	\$280.00	\$140.00
Service	06/13/2025 - Planning / Eric Melancon: Updated draft of survey questions	1.50	\$280.00	\$420.00
Service	06/13/2025 - Planning / Michael Harrison: Presentation prep 2-4p	2.00	\$350.00	\$700.00

Service	06/13/2025 - Meeting, Ad Hoc: External / Lisa Fink: Communications with MPD member regarding posting UOF policies	0.25	\$280.00	\$70.00
Service	06/13/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Communication with ELEFA member regarding posting UOF policies	0.25	\$280.00	\$70.00
Service	06/13/2025 - Evaluate Training or Operations / Bill Murphy: Left voicemail with MDHR on my response to their UOF training comments.	0.25	\$280.00	\$70.00
Service	06/13/2025 - Fact Finding & Analysis / Arlinda Westbrook: OPCR Intake Case Presentations	2.00	\$280.00	\$560.00
Service	06/14/2025 - Planning / Michael Harrison: presentation prep 12-2p	2.00	\$350.00	\$700.00
Service	06/14/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Preparation meeting Council presentation	2.00	\$280.00	\$560.00
Service	06/15/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Internal Preparation Council Presentation	2.00	\$280.00	\$560.00
Service	06/16/2025 - Document review: Reports & Other Documents / Julie Solomon: MPD Officer Wellness Survey Development + review Family Night PPT with comments	1.50	\$280.00	\$420.00
Service	06/16/2025 - Fact Finding & Analysis / Mary Ann Viverette: Re: UOF policy releases and community input with A. Westbrook	1.00	\$280.00	\$280.00
Service	06/16/2025 - Document review: Policies / Mary Ann Viverette: SSCA with L. Fink and MPD and MDHR	1.50	\$280.00	\$420.00
Service	06/16/2025 - Community Engagement Activities / Julie Solomon: Observation of City Council Meeting + internal/external email	3.00	\$280.00	\$840.00
Service	06/16/2025 - Fact Finding & Analysis / Eric Melancon: Viewed City Council Hearing for ELEFA presentation	1.50	\$280.00	\$420.00
Service	06/16/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly meeting	0.75	\$280.00	\$210.00
Service	06/16/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting	1.00	\$100.00	\$100.00
Service	06/16/2025 - Planning / Michael Harrison: Prep for city council presentation 9a-1p	4.00	\$350.00	\$1,400.00
Service	06/16/2025 - Community Engagement Activities / Michael Harrison: City council presentation 1-4p	3.00	\$350.00	\$1,050.00
Service	06/16/2025 - Community Engagement Activities / Michael Harrison: Weekly ELEFA team meeting 4-4:45pm	0.75	\$350.00	\$262.50
Service	06/16/2025 - Meeting Prep / Lisa Fink: Prepare for SSCA workshop with parties	0.25	\$280.00	\$70.00
Service	06/16/2025 - Workshopping Session: Policy Development / Lisa Fink: Participate in SSCA workshop with parties	1.50	\$280.00	\$420.00
Service	06/16/2025 - Fact Finding & Analysis / Lisa Fink: Identifying best practices adopted by MPD in UOF policies	0.50	\$280.00	\$140.00

Service	06/16/2025 - Fact Finding & Analysis / Lisa Fink: Review SSCA concern regarding warrant service and evidence return	0.25	\$280.00	\$70.00
Service	06/16/2025 - Document review: Policies / Lisa Fink: Review NDP policies and cross-referenced with mapping document.	0.50	\$280.00	\$140.00
Service	06/16/2025 - Meeting, Recurring: External / Lisa Fink: Participate in biweekly meeting with MPD policy team	0.75	\$280.00	\$210.00
Service	06/16/2025 - Document review: Policies / Lisa Fink: Review Health & Wellness policies	0.25	\$280.00	\$70.00
Service	06/16/2025 - Admin: Other / Lisa Fink: Observed ELEFA city council presentation and took notes	0.50	\$280.00	\$140.00
Service	06/16/2025 - Document review: Policies / Lisa Fink: Reviewed updated EIS policy	1.00	\$280.00	\$280.00
Service	06/16/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	1.00	\$280.00	\$280.00
Service	06/16/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with ELEFA member about community feedback loop on policies	0.50	\$280.00	\$140.00
Service	06/16/2025 - Meeting, Ad Hoc: External / David Douglass: City Council presentation	2.00	\$350.00	\$700.00
Service	06/16/2025 - Meeting Prep / David Douglass: Prepare for City Council presentation	4.00	\$350.00	\$1,400.00
Service	06/16/2025 - Meeting, Recurring: Internal / David Douglass: Weekly team meeting	1.00	\$350.00	\$350.00
Service	06/16/2025 - Fact Finding & Analysis / David Douglass: Follow-up re issues raised in City Council hearing and other issue and actions to improve reporting process	2.50	\$350.00	\$875.00
Service	06/16/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: MPLS City Council Committee of the Whole	2.00	\$280.00	\$560.00
Service	06/16/2025 - Document review: Reports & Other Documents / Bill Murphy: Prepared best practices and Use of Force memos for use in the ELEFA, City Council presentation.	2.00	\$280.00	\$560.00
Service	06/16/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status and results of City Council presentation.	0.75	\$280.00	\$210.00
Service	06/16/2025 - - John Salomone Only - Secondary Employment SME Rate / Carolina Maberry: Annika Pillai onboarding: timekeeping, assigned tasks, bigger projects, more in-depth overview of ELEFA work, subsequent meeting follow-up	1.00	\$30.00	\$30.00
Service	06/16/2025 - Meeting, Recurring: Internal / Carolina Maberry	1.00	\$30.00	\$30.00
Service	06/16/2025 - Fact Finding & Analysis / Carolina Maberry: ELEFA Committee of the Whole presentation, review, and notes	1.00	\$30.00	\$30.00
Service	06/17/2025 - Meeting, Recurring: External / John Salomone: Reformstat	0.50	\$100.00	\$50.00
Service	06/17/2025 - Meeting, Recurring: External / Michael Harrison: Reform Stat 9-924am	0.50	\$350.00	\$175.00

Service	06/17/2025 - Document review: Policies / Mary Ann Viverette: SOP review with MPD and MDHR	1.50	\$280.00	\$420.00
Service	06/17/2025 - Document review: Policies / Julie Solomon: Review EIS and Peer Support Policy and SOP with comments	2.00	\$280.00	\$560.00
Service	06/17/2025 - Meeting, Recurring: External / Julie Solomon: HWU Progress Updates meeting	1.00	\$280.00	\$280.00
Service	06/17/2025 - Meeting, Recurring: External / Mary Ann Viverette: IA Intake two cases	0.50	\$280.00	\$140.00
Service	06/17/2025 - Meeting, Recurring: External / Julie Solomon: Facilities and MPD Steering Committee Meeting	1.00	\$280.00	\$280.00
Service	06/17/2025 - Meeting Prep / Lisa Fink: Reviewing IA/OPCR SOP to prepare for workshopping	0.50	\$280.00	\$140.00
Service	06/17/2025 - Workshopping Session: Policy Development / Lisa Fink: Participate in IA/OPCR Manual workshopping	1.50	\$280.00	\$420.00
Service	06/17/2025 - Planning / Lisa Fink: Reviewing policy statuses and updating policy tracker	0.25	\$280.00	\$70.00
Service	06/17/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MPD policy writer regarding NDP policy status and request for upcoming BWC meeting	0.25	\$280.00	\$70.00
Service	06/17/2025 - Document review: Policies / Lisa Fink: Reviewing EIS and H&W policy comments	0.25	\$280.00	\$70.00
Service	06/17/2025 - Workshopping Session: Policy Development / Arlinda Westbrook: IA/OPCR SOP edit	1.50	\$280.00	\$420.00
Service	06/17/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	0.75	\$280.00	\$210.00
Service	06/17/2025 - Fact Finding & Analysis / Arlinda Westbrook: Group Intake Meetings-IA	2.00	\$280.00	\$560.00
Service	06/17/2025 - Evaluate Training or Operations / Bill Murphy: Evaluated MDHR comments to UOF Day-3 training documents.	0.50	\$280.00	\$140.00
Service	06/17/2025 - Evaluate Training or Operations / Bill Murphy: Observed pepper ball operations and evaluation demonstration to Chief of Police.	1.00	\$280.00	\$280.00
Service	06/17/2025 - Document review: Training / Bill Murphy: Conferred with MDHR, CA Office, and MPD on UOF Day- 3 workshopping of training documents.	1.25	\$280.00	\$350.00
Service	06/17/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA weekly	2.00	\$280.00	\$560.00
Product	05/19/2025 - Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	\$59.25	\$59.25
Product	05/19/2025 - Airfare / Arlinda Westbrook	1.00	\$303.49	\$303.49
Product	05/20/2025 - Per Diem: Full Day / Arlinda Westbrook	1.00	\$79.00	\$79.00
Product	05/21/2025 - Per Diem: Full Day / Arlinda Westbrook	1.00	\$79.00	\$79.00

Product	05/22/2025 - Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	\$59.25	\$59.25
Product	05/22/2025 - Lodging / Arlinda Westbrook	1.00	\$1,428.61	\$1,428.61
Product	05/22/2025 - Airfare / Arlinda Westbrook	1.00	\$303.49	\$303.49
Product	06/15/2025 - Per Diem: Partial Day (day of travel) / Michael Harrison	1.00	\$59.25	\$59.25
Product	06/15/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from airport to hotel	1.00	\$48.95	\$48.95
Product	06/16/2025 - Per Diem: Partial Day (day of travel) / Michael Harrison	1.00	\$59.25	\$59.25
Product	06/16/2025 - Lodging / Michael Harrison: Emory Hotel	1.00	\$170.24	\$170.24
Product	06/16/2025 - Airfare / Michael Harrison	1.00	\$622.35	\$622.35
Product	06/16/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from hotel to airport	1.00	\$34.59	\$34.59

Subtotal **\$120,349.22**
Payments **-\$120,349.22**

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.