

# INVOICE

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

Invoice ID **16**  
PO Number **MPLMN-0000926499**  
Issue Date **09/02/2025**  
Due Date **10/02/2025 (Net 30)**  
Subject **Effective Law Enforcement for All (Supplier 0000033526), Invoice for June 18 - July17 2025**

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

| Item Type | Description                                                                                                                                                                      | Quantity | Unit Price | Amount          |
|-----------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------|------------|-----------------|
| Service   | 06/18/2025 - Meeting, Recurring: External / John Salomone: weekly mpd check-in                                                                                                   | 0.25     | \$100.00   | <b>\$25.00</b>  |
| Service   | 06/18/2025 - Admin: Contract Management / John Salomone: Research and communicate (email, voicemail, phone conversation) with Elise Werger at City or MPLS re: splitting invoice | 0.75     | \$100.00   | <b>\$75.00</b>  |
| Service   | 06/18/2025 - Admin: Scheduling and Coordination / John Salomone: Weekly team meeting slide deck design                                                                           | 1.25     | \$100.00   | <b>\$125.00</b> |
| Service   | 06/18/2025 - Meeting, Recurring: External / David Douglass: MDHR Meeting                                                                                                         | 1.00     | \$350.00   | <b>\$350.00</b> |
| Service   | 06/18/2025 - Meeting, Ad Hoc: External / David Douglass: Meeting with City re policy drafting process and follow-up with Ms. Fink re same                                        | 1.00     | \$350.00   | <b>\$350.00</b> |
| Service   | 06/18/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting 9-9:30am                                                                                 | 0.50     | \$350.00   | <b>\$175.00</b> |
| Service   | 06/18/2025 - Meeting Prep / Lisa Fink: Prepare for policy process discussion with MPD/City                                                                                       | 0.25     | \$280.00   | <b>\$70.00</b>  |
| Service   | 06/18/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in policy process discussion with MPD/City                                                                       | 1.25     | \$280.00   | <b>\$350.00</b> |
| Service   | 06/18/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MPD policy writer regarding policy process logistics                                                               | 0.75     | \$280.00   | <b>\$210.00</b> |
| Service   | 06/18/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Drafting year 2 policy process proposal and sent to ELEFA leadership                | 2.50     | \$280.00   | <b>\$700.00</b> |
| Service   | 06/18/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa Meeting                                                                                                | 1.00     | \$280.00   | <b>\$280.00</b> |
| Service   | 06/18/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/Opcr Weekly meeting                                                                                         | 1.00     | \$280.00   | <b>\$280.00</b> |
| Service   | 06/18/2025 - Admin: Systems Setup and Maintenance / Bill Murphy: Conferred with Benchmark on development of UOF data system for force reviews.                                   | 0.50     | \$280.00   | <b>\$140.00</b> |

|         |                                                                                                                                                                                                                    |      |          |                 |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 06/18/2025 - Meeting, Ad Hoc: External / Bill Murphy: Observed officer focus group meeting on UOF and discipline matrix policies.                                                                                  | 2.25 | \$280.00 | <b>\$630.00</b> |
| Service | 06/19/2025 - Admin: Systems Setup and Maintenance / John Salomone: Team meeting slide deck and task tracker design                                                                                                 | 1.00 | \$100.00 | <b>\$100.00</b> |
| Service | 06/20/2025 - Meeting, Recurring: Internal / Julie Solomon: Review of completed facilities tasks 30 day review required + communication with Gavin re: changes to spreadsheet and with NM re: on site confirmations | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 06/20/2025 - Meeting, Recurring: Internal / Eric Melancon: Monthly Compliance Review of Facilities Project Status                                                                                                  | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 06/20/2025 - Meeting Prep / Lisa Fink: Prepare for FTO SOP and policy meeting with MDHR by reviewing comments                                                                                                      | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 06/20/2025 - Meeting, Ad Hoc: External / Lisa Fink: Meet with MDHR regarding FTO SOP and Training policy comments                                                                                                  | 2.50 | \$280.00 | <b>\$700.00</b> |
| Service | 06/20/2025 - Meeting, Ad Hoc: External / Lisa Fink: Discuss NDP policy finalization with MDHR                                                                                                                      | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/20/2025 - Document review: Policies / Lisa Fink: Finalize comments on FTO SOP and Training policy and sent to MPD                                                                                               | 1.75 | \$280.00 | <b>\$490.00</b> |
| Service | 06/20/2025 - Meeting Prep / Lisa Fink: Confer with ELEFA leader and review of documents to prepare for community group meeting around UOF policies                                                                 | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/20/2025 - Planning / Lisa Fink: Planning and coordination around reviews of EIS, H&W, and SSCA policies                                                                                                         | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/20/2025 - Evaluate Training or Operations / Bill Murphy: Conferred with Lt. Schoonover on creating a submission matrix for the supervisor force review training class.                                          | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/20/2025 - Evaluate Training or Operations / Bill Murphy: Evaluated and made comments to MDHR's comment on FTO SOP and policy.                                                                                   | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 06/20/2025 - Evaluate Training or Operations / Bill Murphy: Conferred with MDHR on FTO SOP and policy and updated both of our comments to documents.                                                               | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 06/23/2025 - Meeting, Recurring: External / Julie Solomon: EIS/Benchmark meeting with the parties                                                                                                                  | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/23/2025 - Document review: Reports & Other Documents / Eric Melancon: Review of Monthly EIS updates from MPD/City                                                                                               | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/23/2025 - Meeting, Recurring: External / Eric Melancon: Monthly EIS update meeting with MPD/City                                                                                                                | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/23/2025 - Document review: Policies / Julie Solomon: EIS policy review with LF and EM + internal/external email                                                                                                 | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/23/2025 - Document review: Policies / Eric Melancon: Review of EIS policy revisions                                                                                                                             | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/23/2025 - Document review: Policies / Eric Melancon: Internal ELEFA review meeting on EIS Policy                                                                                                                | 0.50 | \$280.00 | <b>\$140.00</b> |

|         |                                                                                                                                                                              |      |          |                 |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 06/23/2025 - Document review: Reports & Other Documents / John Salomone: Team email re: training deadlines                                                                   | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 06/23/2025 - Admin: Systems Setup and Maintenance / John Salomone: Completing design and creation of team briefing slides                                                    | 2.75 | \$100.00 | <b>\$275.00</b> |
| Service | 06/23/2025 - Planning / Michael Harrison: Project management meeting                                                                                                         | 0.50 | \$350.00 | <b>\$175.00</b> |
| Service | 06/23/2025 - Document review: Reports & Other Documents / Michael Harrison: Review of MPD smart sheet and policy proposal from Lisa 2-2:45pm                                 | 0.75 | \$350.00 | <b>\$262.50</b> |
| Service | 06/23/2025 - Meeting, Recurring: Internal / John Salomone: Weekly PM update                                                                                                  | 0.75 | \$100.00 | <b>\$75.00</b>  |
| Service | 06/23/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with QUAPB                                                                                                | 2.25 | \$350.00 | <b>\$787.50</b> |
| Service | 06/23/2025 - Planning / Lisa Fink: Planning and coordination for reviews of QRP and SSCA policies                                                                            | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/23/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Meet with ELEFA members regarding comments on EIS and H&W policies                                                       | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/23/2025 - Document review: Policies / Lisa Fink: Made additional edits to EIS policy                                                                                      | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/23/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with ELEFA lead and follow-up work on Year 2 policy process proposal for the parties.                               | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/23/2025 - Meeting, Recurring: Internal / David Douglass: Pm meeting                                                                                                       | 0.75 | \$350.00 | <b>\$262.50</b> |
| Service | 06/23/2025 - Pro Bono Work / David Douglass: Meeting with CUAPB                                                                                                              | 2.50 | \$350.00 | <b>\$875.00</b> |
| Service | 06/23/2025 - Planning / David Douglass: Meeting with Ms. Fink re revised workshopping process                                                                                | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 06/23/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR                                                                                                | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/24/2025 - Document review: Policies / Julie Solomon: Finalize Officer survey's + PPT slides for weekly meeting + review updated facilities plan + internal/external email | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 06/24/2025 - Meeting, Recurring: External / John Salomone: Reformstat Meeting, inc prep and follow-up                                                                        | 1.75 | \$100.00 | <b>\$175.00</b> |
| Service | 06/24/2025 - Meeting, Recurring: External / Michael Harrison: Reform Stat                                                                                                    | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 06/24/2025 - Meeting, Recurring: External / Michael Harrison: Group Intake IA 1-1:30pm                                                                                       | 0.50 | \$350.00 | <b>\$175.00</b> |
| Service | 06/24/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Updating the document submission tracker                                                         | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 06/24/2025 - Meeting Prep / John Salomone: Prep slide deck for weekly team meeting                                                                                           | 1.00 | \$100.00 | <b>\$100.00</b> |

|         |                                                                                                                                                           |      |          |                 |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 06/24/2025 - Meeting, Recurring: External / Mary Ann Viverette: Watched IA Intake of case EVT 1090                                                        | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/24/2025 - Document review: Policies / Mary Ann Viverette: Almost final review of 9-201 and 9-101 per L. Fink                                           | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/24/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting, with follow-up tasks and call with David on team process                  | 3.75 | \$100.00 | <b>\$375.00</b> |
| Service | 06/24/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly ELEFA team meeting                                                                   | 2.00 | \$350.00 | <b>\$700.00</b> |
| Service | 06/24/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting                                                                            | 1.75 | \$280.00 | <b>\$490.00</b> |
| Service | 06/24/2025 - Meeting, Recurring: Internal / Eric Melancon: Updated slide deck for weekly internal meeting                                                 | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/24/2025 - Meeting Prep / Lisa Fink: Complete preparation for ELEFA weekly meeting                                                                      | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/24/2025 - Document review: Policies / Lisa Fink: Conducted review of SSCA Guiding Principles & Arrest policies, including settlement agreement mapping | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 06/24/2025 - Document review: Policies / Lisa Fink: Conducted thorough review of the City's Critical Incident Communications Plan                         | 1.25 | \$280.00 | <b>\$350.00</b> |
| Service | 06/24/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed MPD's proposed timeline document                                            | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/24/2025 - Meeting, Recurring: Internal / Lisa Fink: Attended ELEFA weekly meeting                                                                      | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 06/24/2025 - Planning / Lisa Fink: Conducted ELEFA weekly meeting follow-ups, including policy reviews and communications to ELEFA members                | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/24/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with ELEFA member regarding comments on two SSCA policies                                      | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/24/2025 - Document review: Policies / Lisa Fink: Finalize ELEFA comments on SSCA policies 9-100 and 9-200 and sent to MPD                              | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/24/2025 - Meeting, Recurring: Internal / David Douglass: Team PM meeting                                                                               | 2.00 | \$350.00 | <b>\$700.00</b> |
| Service | 06/24/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly ELEFA team meeting                                                                      | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 06/24/2025 - Document review: Reports & Other Documents / Bill Murphy: Evaluated the Officer of Community Safety's timeline tracker matrix made comments. | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/24/2025 - Document review: Reports & Other Documents / Bill Murphy: Updated my Settlement Agreement training tracker.                                  | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/24/2025 - Document review: Reports & Other Documents / Bill Murphy: update the ELEFA weekly power point timelines and meetings slides.                 | 0.50 | \$280.00 | <b>\$140.00</b> |

|         |                                                                                                                                                                            |      |          |                 |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 06/24/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CMD Brown on training issues, CIT coordinator delayed transfer, SSCA delayed in training development. | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/24/2025 - Admin: Systems Setup and Maintenance / Bill Murphy: Worked on getting approval to access City's repository of Settlement Agreement documents.                 | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/24/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status, discussed OCS tracker recapped training and UOF status.              | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 06/24/2025 - Meeting, Recurring: Internal / Carolina Maberry: Weekly Meeting                                                                                               | 1.00 | \$30.00  | <b>\$30.00</b>  |
| Service | 06/25/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with Benchmark re: EIS + internal/external email                                                           | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 06/25/2025 - Meeting, Recurring: External / Michael Harrison: MDHR/ELEFA weekly meeting                                                                                    | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 06/25/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Meeting with Eric: EIS                                                                                          | 0.50 | \$350.00 | <b>\$175.00</b> |
| Service | 06/25/2025 - Document review: Policies / Mary Ann Viverette: Reviewed supervisory review policy, Peer Support policy and Peer Support SOP                                  | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 06/25/2025 - Document review: Policies / Michael Harrison: Review of Supervisory Reviews and Critical Incident Comms Policy 12-1pm                                         | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 06/25/2025 - Meeting, Recurring: External / Michael Harrison: Bi-weekly ELEFA/OPCR Check-in                                                                                | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 06/25/2025 - Meeting, Recurring: External / Mary Ann Viverette: Weekly OPCR updates with M. Phillips and staff                                                             | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/25/2025 - Meeting, Recurring: External / Michael Harrison: Bi-weekly ELEFA/IA/FIT check-in                                                                              | 0.75 | \$350.00 | <b>\$262.50</b> |
| Service | 06/25/2025 - Meeting, Recurring: External / Mary Ann Viverette: IA bi-weekly update                                                                                        | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/25/2025 - Meeting, Recurring: External / Mary Ann Viverette: SSCA review with CAO and MDHR                                                                              | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/25/2025 - Meeting, Recurring: External / Mary Ann Viverette: sat in on OPCR Panel reviews two cases                                                                     | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/25/2025 - Meeting, Ad Hoc: External / Eric Melancon: Discussion with EIS vendor and City Attorney on system capabilities and Settlement Agreement requirements          | 1.25 | \$280.00 | <b>\$350.00</b> |
| Service | 06/25/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Discussion with Harrison on EIS meeting to brief status                                                            | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/25/2025 - Meeting, Ad Hoc: External / Eric Melancon: Coordination with City Attorney's Office on public feedback process for EIS policy                                 | 0.25 | \$280.00 | <b>\$70.00</b>  |

|         |                                                                                                                                                                                                                                                         |      |          |                 |
|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 06/25/2025 - Meeting, Recurring: Internal / Eric Melancon: Coordination with Lisa and David on public feedback process for EIS policy                                                                                                                   | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/25/2025 - Evaluate Training or Operations / Julie Solomon: How to use AI for Early Intervention and Officer Support                                                                                                                                  | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/25/2025 - Document review: Policies / Lisa Fink: In-depth review of SSCA supervisor review policy                                                                                                                                                    | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/25/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review of QRP policy, including cross referencing the content to SA requirements                                                                                                 | 1.75 | \$280.00 | <b>\$490.00</b> |
| Service | 06/25/2025 - Planning / Lisa Fink: Communications regarding policy process and other policy reviews with various ELEFA members                                                                                                                          | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/25/2025 - Workshopping Session: Policy Development / Lisa Fink: Participated in SSCA workshop on stops and searches policies                                                                                                                         | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/25/2025 - Admin: Document Coding, Storage, and Tracking / Lisa Fink: Organizing SSCA related policies for ease of ELEFA review                                                                                                                       | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/25/2025 - Document review: Policies / Lisa Fink: Finalizing ELEFA comments on SSCA review policy and sent to MDHR                                                                                                                                    | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/25/2025 - Document review: Policies / Lisa Fink: Reviewing communications regarding MVVG submission                                                                                                                                                  | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/25/2025 - Document review: Data Sets / Bill Murphy: Conferred with Lisa on FTO-SOP and policy.                                                                                                                                                       | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/25/2025 - Document review: Reports & Other Documents / Bill Murphy: Observed officer focus group on discipline matrix and UOF report writing on June 18, 2025. Prepared memo recapping observations today.                                           | 1.75 | \$280.00 | <b>\$490.00</b> |
| Service | 06/25/2025 - Document review: Reports & Other Documents / Bill Murphy: Reviewed training and UOF documents within the City's repository of documents. Transferred some documents (CIT-MECC) to my files to work on providing comments to the documents. | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/25/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR                                                                                                                                                                           | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/25/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/OPCR Weekly Meeting                                                                                                                                                                   | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/25/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Bi-Weekly IA/Fit/Elefa Progress                                                                                                                                                             | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/26/2025 - Meeting, Ad Hoc: External / Julie Solomon: First Sign Review-MN/Benchmark                                                                                                                                                                  | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/26/2025 - Admin: Contract Management / John Salomone: Communications on modifying MVVG                                                                                                                                                               | 0.50 | \$100.00 | <b>\$50.00</b>  |
| Service | 06/26/2025 - Document review: Policies / Eric Melancon: Review of Draft QRP Policy                                                                                                                                                                      | 1.00 | \$280.00 | <b>\$280.00</b> |

|         |                                                                                                                                                                                                          |      |          |                 |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 06/26/2025 - Meeting, Recurring: External / Eric Melancon: Weekly status meeting on UOF forms in Benchmark                                                                                               | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/26/2025 - Admin: Scheduling and Coordination / John Salomone: July public meeting logistics communications: call with Carolina and Arlinda, follow-up emails, scheduling calls and emails with venues | 2.75 | \$100.00 | <b>\$275.00</b> |
| Service | 06/26/2025 - Fact Finding & Analysis / Eric Melancon: Review of UOF data related to firearm pointing and unholstering                                                                                    | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/26/2025 - Meeting, Ad Hoc: External / Eric Melancon: Review of EIS/FirstSign Model with Benchmark                                                                                                     | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/26/2025 - Meeting, Recurring: External / Mary Ann Viverette: Parties                                                                                                                                  | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/26/2025 - Meeting, Recurring: External / John Salomone: Weekly Parties' Meeting                                                                                                                       | 0.75 | \$100.00 | <b>\$75.00</b>  |
| Service | 06/26/2025 - Meeting Prep / John Salomone: Prep and sending of Team Meeting slides for 1 July                                                                                                            | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 06/26/2025 - Meeting Prep / Lisa Fink: Prepare for Parties' meeting                                                                                                                                      | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/26/2025 - Meeting, Recurring: External / Lisa Fink: Participate in Parties' meeting                                                                                                                   | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/26/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with ELEFA member regarding policy process work                                                                                                 | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/26/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Eric on OCS timeline matrix. Prepared update matrix for meeting.                                                                    | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/26/2025 - Meeting, Recurring: External / Bill Murphy: Conferred with Benchmark on UOF reporting database and then observed a trail run of the EIS database system.                                    | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 06/26/2025 - Document review: Reports & Other Documents / Bill Murphy: Evaluated OCS timeline tracker and updated ELEFA tracker.                                                                         | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/26/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with IA Bureau Chief                                                                                                                 | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/26/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MPD Implementation Commander                                                                                                    | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/26/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting on IA issues                                                                                                                         | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/26/2025 - Meeting, Recurring: External / Arlinda Westbrook: Parties Meeting                                                                                                                           | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/26/2025 - Community Engagement Activities / Carolina Maberry: Coordination with John & Arlinda re: public event, dates, reserving space and other key needs. Research into appropriate venues.        | 1.00 | \$30.00  | <b>\$30.00</b>  |
| Service | 06/27/2025 - Document review: Reports & Other Documents / Julie Solomon: Internal/external email                                                                                                         | 0.25 | \$280.00 | <b>\$70.00</b>  |

|         |                                                                                                                                                                      |      |          |                 |
|---------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 06/27/2025 - Meeting, Recurring: External / Mary Ann Viverette: Sat in part of OPCR Intake                                                                           | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/27/2025 - Meeting, Recurring: External / Mary Ann Viverette: Virtually attended CCPO Panel and notes documented                                                   | 1.25 | \$280.00 | <b>\$350.00</b> |
| Service | 06/27/2025 - Meeting, Recurring: External / Eric Melancon: Biweekly meeting with IT Director                                                                         | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/27/2025 - Meeting, Ad Hoc: Internal / John Salomone: Meeting to discuss MPD's proposed Year 2 deadlines                                                           | 1.75 | \$100.00 | <b>\$175.00</b> |
| Service | 06/27/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA meeting on proposed deadlines                                                                  | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 06/27/2025 - Document review: Policies / Lisa Fink: Finalized 3-500s (H&W) and returned it to MPD                                                                    | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/27/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review of Peer Support policy and SOP                                                         | 2.25 | \$280.00 | <b>\$630.00</b> |
| Service | 06/27/2025 - Document review: Policies / Lisa Fink: Communicated with MPD regarding open discussion items on H&W policies.                                           | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/27/2025 - Document review: Policies / Lisa Fink: Reviewed ELEFA comments on QRP policy                                                                            | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/27/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Team Review of Policy and Training timelines                                                                 | 1.25 | \$280.00 | <b>\$350.00</b> |
| Service | 06/27/2025 - Document review: Policies / Eric Melancon: Updated Summary of ELEFA feedback on Policy and Training timelines                                           | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 06/27/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Team meeting. Proposed MPD deadlines 1-2:30pm                                                             | 1.50 | \$350.00 | <b>\$525.00</b> |
| Service | 06/27/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with ELEFA Team and discussed OCS tracker matrix and made suggested changes to document.             | 1.75 | \$280.00 | <b>\$490.00</b> |
| Service | 06/27/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Lisa MPD communication plan policy for critical incidents.                                      | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/27/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: OPCR Intake Case Presentations                                                                           | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 06/27/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Team Meeting: MPD Proposed Deadlines                                                                     | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 06/28/2025 - Document review: Policies / Michael Harrison: Review of Facilities Plan 9:30-10:30am                                                                    | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 06/28/2025 - Document review: Policies / Bill Murphy: Evaluated Lisa's comments to the MPD communications policy on critical incidents. Made comments to the policy. | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/30/2025 - Meeting, Ad Hoc: External / Eric Melancon: Meeting with Benchmark on IA / OPCR project status                                                           | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/30/2025 - Document review: Policies / Eric Melancon: Review of QRP policy draft with Lisa                                                                         | 0.50 | \$280.00 | <b>\$140.00</b> |

|         |                                                                                                                                                                                   |      |          |                 |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 06/30/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Discussion with Arlinda on IA/OPCR case management system                                                                 | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/30/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email + phone call with LF                                     | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/30/2025 - Admin: Other / John Salomone: Meeting notes follow-up                                                                                                                | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 06/30/2025 - Admin: Scheduling and Coordination / John Salomone: 30 Jul public meeting venue logistics                                                                            | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 06/30/2025 - Meeting Prep / John Salomone: Update team meeting slides                                                                                                             | 0.50 | \$100.00 | <b>\$50.00</b>  |
| Service | 06/30/2025 - Meeting, Recurring: Internal / John Salomone: Weekly Project Management Meeting                                                                                      | 0.75 | \$100.00 | <b>\$75.00</b>  |
| Service | 06/30/2025 - Meeting, Ad Hoc: Internal / John Salomone: Meet with Mary Ann to clarify Team Meeting process and how it syncs with MPD's Reformstat and the weekly Parties' Meeting | 0.50 | \$100.00 | <b>\$50.00</b>  |
| Service | 06/30/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting on Liason Council                                                                                             | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/30/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with City re Critical Incidents Communication Plan & follow-up call with B Murphy                                        | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/30/2025 - Document review: Policies / Lisa Fink: Reviewed QRP policy, had call with E Melancon about comments, finalized comments and sent to MDHR.                            | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/30/2025 - Document review: Reports & Other Documents / Lisa Fink: Review ELEFA feedback on MPD deadlines and connected with E Melancon about the feedback                      | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/30/2025 - Meeting Prep / Lisa Fink: Updated weekly slides for ELEFA weekly meeting                                                                                             | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 06/30/2025 - Meeting, Recurring: External / Lisa Fink: Participated in biweekly meeting with MPD Policy Team                                                                      | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 06/30/2025 - Planning / Lisa Fink: Communications with ELEFA and MDHR members about policy review statuses                                                                        | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/30/2025 - Document review: Policies / Lisa Fink: Call with J Solomon and follow-up email to MDHR regarding provisions in H&W policies                                          | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 06/30/2025 - Document review: Policies / Bill Murphy: Conferred with MPD and OCS on creating new Communications Critical Incident Policy and Plan.                                | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 06/30/2025 - Meeting, Ad Hoc: Internal / Carolina Maberry: Arlinda and Carolina Meeting to discuss Liaison Council and Community Administrative Support Role                      | 1.00 | \$30.00  | <b>\$30.00</b>  |
| Service | 06/30/2025 - Community Engagement Activities / Carolina Maberry: Conversation re: Lucy Craft Laney Elementary as a location for public meeting with Jamison                       | 0.50 | \$30.00  | <b>\$15.00</b>  |

|         |                                                                                                                                                         |      |          |                 |
|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 07/01/2025 - Document review: Policies / Eric Melancon: Coordination with Lisa on BWC policy draft                                                      | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/01/2025 - Workshopping Session: Policy Development / Eric Melancon: Review of proposed language in BWC draft policy with MPD                         | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/01/2025 - Meeting, Ad Hoc: External / John Salomone: Reformstat, inc prep and follow-up                                                              | 1.75 | \$100.00 | <b>\$175.00</b> |
| Service | 07/01/2025 - Admin: Scheduling and Coordination / Eric Melancon: Updated slide deck for weekly team meeting                                             | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: External / Michael Harrison: Reform Stat                                                                               | 1.50 | \$350.00 | <b>\$525.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat                                                                              | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: External / Mary Ann Viverette: Reform Stat                                                                             | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 07/01/2025 - Meeting Prep / John Salomone: Team meeting slide prep                                                                                      | 1.00 | \$100.00 | <b>\$100.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: External / Julie Solomon: HWU Biweekly                                                                                 | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/01/2025 - Meeting Prep / Lisa Fink: Prepare for BWC policy call with MPD                                                                             | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/01/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in BWC call with MPD and then had follow-up call with E Melancon                        | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/01/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook regarding policy reviews and community engagement                             | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/01/2025 - Planning / Lisa Fink: Communications and scheduling meetings with MDHR and MPD on EIS, QRP                                                 | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/01/2025 - Meeting Prep / John Salomone: Document tracker, task tracker, calendar update                                                              | 0.75 | \$100.00 | <b>\$75.00</b>  |
| Service | 07/01/2025 - Technical Assistance to MPD or the City / Arlinda Westbrook: Meeting with Civil Rights Director-<br><br>Panel hearings for sensitive cases | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: External / Mary Ann Viverette: Supervisor Focus Group on Discipline Matrix                                             | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly ELEFA meeting                                                                         | 2.25 | \$280.00 | <b>\$630.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting                                                                          | 2.00 | \$100.00 | <b>\$200.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: Internal / David Douglass: Team meeting                                                                                | 1.50 | \$350.00 | <b>\$525.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team Meeting                                                                      | 2.00 | \$280.00 | <b>\$560.00</b> |

|         |                                                                                                                                                                                       |      |          |                 |
|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 07/01/2025 - Meeting, Recurring: Internal / Michael Harrison: ELEFA weekly team meeting                                                                                               | 2.00 | \$350.00 | <b>\$700.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly ELEFA team meeting                                                                                                  | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 07/01/2025 - Document review: Data Sets / Eric Melancon: Review of UOF data on firearm pointing                                                                                       | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/01/2025 - Document review: Policies / Lisa Fink: Reviewing SSCA supervisor review policy feedback                                                                                  | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly team meeting                                                                                       | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 07/01/2025 - Document review: Policies / Bill Murphy: Updated ELEFA meeting slide deck with meetings and topics.                                                                      | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/01/2025 - Evaluate Training or Operations / Bill Murphy: Cross checked UOF training submission index versus my training tracker in preparation for MDHR meeting.                   | 3.00 | \$280.00 | <b>\$840.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status and had follow up discussion with John after meeting.                            | 2.25 | \$280.00 | <b>\$630.00</b> |
| Service | 07/01/2025 - Document review: Data Sets / Bill Murphy: Conferred with Eric on pointing weapons data and discussed data impact.                                                        | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/01/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Reform Stat follow Up Discussion with CAO implementation team (Disciplinary memos)                                        | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/01/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly Minneapolis Team meeting                                                                                        | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 07/02/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting                                                                                               | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 07/02/2025 - Meeting, Recurring: Internal / John Salomone: Team Leadership Meeting                                                                                                    | 0.75 | \$100.00 | <b>\$75.00</b>  |
| Service | 07/02/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Team leadership meeting                                                                                                    | 0.75 | \$350.00 | <b>\$262.50</b> |
| Service | 07/02/2025 - Meeting, Recurring: External / Eric Melancon: Weekly meeting on UOF modules with Benchmark                                                                               | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/02/2025 - Admin: Scheduling and Coordination / John Salomone: Parties meeting scheduling and communication                                                                         | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 07/02/2025 - Meeting, Recurring: External / Eric Melancon: Coordination with Michael on response to MPD proposed dates of policy and training deadlines                               | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meetings with parties re: EIS/OPCR manual + meeting with MDHR re: HW policy language + meeting with IU re: Facilities Tracker | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 07/02/2025 - Document review: Policies / Eric Melancon: Review of IA/OPCR SOP provisions on EIS referrals with EIS section                                                            | 1.00 | \$280.00 | <b>\$280.00</b> |

|         |                                                                                                                                                                                                                     |      |          |                 |
|---------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Eric Melancon: Meeting with vendor on survey requirements                                                                                                                  | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/02/2025 - Document review: Policies / Eric Melancon: Review of MDHR feedback on EIS policy draft                                                                                                                 | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/02/2025 - Document review: Reports & Other Documents / Julie Solomon: Reviewed Peer Support policy/SOP addressing comments + review EIS review IA manual + EIS policy comments by MDHR + internal/external email | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Eric Melancon: Meeting with IU on Facilities Improvements Tracker                                                                                                          | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/02/2025 - Meeting, Recurring: External / Michael Harrison: weekly ELEFA/MDHR meeting                                                                                                                             | 0.75 | \$350.00 | <b>\$262.50</b> |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Dep. Chief Martin 2-2:30pm                                                                                                                  | 0.50 | \$350.00 | <b>\$175.00</b> |
| Service | 07/02/2025 - Meeting, Recurring: External / Mary Ann Viverette: IA Group Intake and report preparation                                                                                                              | 2.50 | \$280.00 | <b>\$700.00</b> |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Michael Harrison: Data practices meeting                                                                                                                                   | 0.50 | \$350.00 | <b>\$175.00</b> |
| Service | 07/02/2025 - Document review: Policies / Lisa Fink: Finalize comments on critical incident communications plan and sent to BC Martin                                                                                | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Lisa Fink: Discuss EIS and IA/OPCR Manual interaction with MPD                                                                                                             | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR about H&W policy                                                                                                                                 | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/02/2025 - Document review: Policies / Lisa Fink: Worked on comments to H&W policy and sent to MPD                                                                                                                | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/02/2025 - Document review: Policies / Lisa Fink: Call with Policy Team and MPD IU about sequencing deadlines in line with the proposed policy process                                                            | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/02/2025 - Document review: Policies / Lisa Fink: Reviewed MDHR's comments on the EIS policy                                                                                                                      | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR regarding EIS policy comments.                                                                                                                   | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/02/2025 - Document review: Policies / Lisa Fink: Finalized EIS policy comments and sent to MPD                                                                                                                   | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/02/2025 - Planning / Lisa Fink: Updated policy review tracking and following up on policy reviews                                                                                                                | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/02/2025 - Document review: Training / Bill Murphy: Continued to check UOF training submission index against Settlement Agreement requirements.                                                                   | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MDHR on UOF submission index and compliance requirements.                                                                                      | 0.75 | \$280.00 | <b>\$210.00</b> |

|         |                                                                                                                                                                                         |      |          |                 |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MPD, CA Office, MDHR on UOF submission index and if there were any gaps in the training curriculum for compliance. | 1.25 | \$280.00 | <b>\$350.00</b> |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Sgt Hanneman on training, then with Michael and David.                                                             | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: MDHR/Elefa Meeting                                                                                                          | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/02/2025 - Meeting, Recurring: External / Arlinda Westbrook: IA Group Intake Meeting                                                                                                  | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 07/02/2025 - Meeting, Recurring: External / Arlinda Westbrook: IA/Fit/Elefa Progress Check in                                                                                           | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/02/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly Check in                                                                                               | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/02/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/ CAO Data Practices Request Discussion                                                                             | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/02/2025 - Document review: Policies / Mary Ann Viverette: IA policy with A Westbrook and CAO                                                                                         | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/02/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: IA Policy meeting with CAO                                                                                                  | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/02/2025 - Meeting, Recurring: External / Mary Ann Viverette: IA Fit                                                                                                                  | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/02/2025 - Meeting, Recurring: External / Mary Ann Viverette: OPCR with A Westbrook                                                                                                   | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/02/2025 - Community Engagement Activities / Carolina Maberry: Flyer Design for Upcoming Public Meeting                                                                               | 1.00 | \$30.00  | <b>\$30.00</b>  |
| Service | 07/03/2025 - Admin: Contract Management / John Salomone: Insurance requirements correspondence                                                                                          | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 07/03/2025 - Community Engagement Activities / John Salomone: researching community partner information                                                                                 | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 07/03/2025 - Meeting, Party Principals / John Salomone: Weekly parties' meeting                                                                                                         | 0.50 | \$100.00 | <b>\$50.00</b>  |
| Service | 07/03/2025 - Meeting, Recurring: External / Mary Ann Viverette: Weekly parties meeting                                                                                                  | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/03/2025 - Meeting, Recurring: External / Arlinda Westbrook: MPLS/Elefa/MDHR/ Weekly Parties meeting                                                                                  | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/03/2025 - Meeting Prep / John Salomone: Update and distribute team meeting slides for 8 July                                                                                         | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 07/03/2025 - Evaluate Training or Operations / Mary Ann Viverette: Meeting with A. Westbrook and CAO representative about IA/OPCR policy/operations                                     | 1.75 | \$280.00 | <b>\$490.00</b> |
| Service | 07/03/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Made updates to policy process proposal and sent to ELEFA leads                            | 0.25 | \$280.00 | <b>\$70.00</b>  |

|         |                                                                                                                                                                                                                                                                   |      |          |                   |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-------------------|
| Service | 07/03/2025 - Document review: Policies / Lisa Fink: Review ELEFA comments on peer support policy & SOP                                                                                                                                                            | 0.75 | \$280.00 | <b>\$210.00</b>   |
| Service | 07/03/2025 - Document review: Policies / Lisa Fink: Review MDHR comments on Quarterly Review Panel policy                                                                                                                                                         | 0.50 | \$280.00 | <b>\$140.00</b>   |
| Service | 07/03/2025 - Meeting, Recurring: External / Lisa Fink: Participate in weekly meeting with the parties                                                                                                                                                             | 0.25 | \$280.00 | <b>\$70.00</b>    |
| Service | 07/03/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with D Douglass regarding policy process proposal and peer support policy                                                                                                                                | 0.50 | \$280.00 | <b>\$140.00</b>   |
| Service | 07/03/2025 - Document review: Policies / Julie Solomon: Meeting with L Fink to review the Peer Support Policy and SOP                                                                                                                                             | 1.50 | \$280.00 | <b>\$420.00</b>   |
| Service | 07/03/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with J Solomon regarding ELEFA peer support policy and SOP comments                                                                                                                                      | 1.50 | \$280.00 | <b>\$420.00</b>   |
| Service | 07/03/2025 - Document review: Reports & Other Documents / Julie Solomon: Draft formal response to Facilities Plan + internal/external email                                                                                                                       | 0.50 | \$280.00 | <b>\$140.00</b>   |
| Service | 07/03/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: IA Issues Meeting with Bureau Chief and Intake Supervisor                                                                                                                                             | 1.50 | \$280.00 | <b>\$420.00</b>   |
| Service | 07/03/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting CAO about IA/OPCR policy and operations                                                                                                                                                       | 1.75 | \$280.00 | <b>\$490.00</b>   |
| Service | 07/03/2025 - Community Engagement Activities / Carolina Maberry: Analysis of all applications to be "Community Partner"                                                                                                                                           | 1.00 | \$30.00  | <b>\$30.00</b>    |
| Service | 07/07/2025 - Meeting, Recurring: Internal / John Salomone: Weekly project management meeting                                                                                                                                                                      | 0.50 | \$100.00 | <b>\$50.00</b>    |
| Service | 07/07/2025 - Meeting, Recurring: Internal / Michael Harrison: Project management meeting                                                                                                                                                                          | 0.50 | \$350.00 | <b>\$175.00</b>   |
| Service | 07/07/2025 - Document review: Policies / Lisa Fink: Finalize ELEFA comments on Peer Support policy and SOP and sent back to MPD                                                                                                                                   | 0.50 | \$280.00 | <b>\$140.00</b>   |
| Service | 07/07/2025 - Meeting Prep / Lisa Fink: Updated slides for weekly ELEFA team meeting                                                                                                                                                                               | 0.50 | \$280.00 | <b>\$140.00</b>   |
| Service | 07/07/2025 - Document review: Reports & Other Documents / Bill Murphy: Updated weekly ELEFA Team meeting slide deck with meetings and topics.                                                                                                                     | 0.50 | \$280.00 | <b>\$140.00</b>   |
| Service | 07/07/2025 - Document review: Training / Bill Murphy: Began evaluation of MECC CIT 8-hour Refresher class for dispatchers.                                                                                                                                        | 2.75 | \$280.00 | <b>\$770.00</b>   |
| Service | 07/07/2025 - Document review: Training / Bill Murphy: Conferred with Dr. Pannell on Stops, Searches, Citations, Arrests (SSCA), Disorderly Conduct, Obstruction of a Legal Process, and Non-Discriminatory curriculum in an Expanded Course Outline (ECO) format. | 0.50 | \$280.00 | <b>\$140.00</b>   |
| Service | 07/07/2025 - Fact Finding & Analysis / David Douglass: Onsite activities                                                                                                                                                                                          | 3.00 | \$350.00 | <b>\$1,050.00</b> |
| Service | 07/07/2025 - Meeting, Ad Hoc: External / David Douglass: Meeting with Chief O'Hara                                                                                                                                                                                | 1.75 | \$350.00 | <b>\$612.50</b>   |

|         |                                                                                                                                                      |      |          |                 |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 07/08/2025 - Document review: Policies / Michael Harrison: Review of QRP policy edits 8-8:30am                                                       | 0.50 | \$350.00 | <b>\$175.00</b> |
| Service | 07/08/2025 - Fact Finding & Analysis / Julie Solomon: Internal/external email and slide updates + phone call with LF                                 | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/08/2025 - Meeting, Recurring: External / John Salomone: Reformstat                                                                                | 1.50 | \$100.00 | <b>\$150.00</b> |
| Service | 07/08/2025 - Document review: Policies / Eric Melancon: Coordination with MDHR on QRP policy revisions                                               | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/08/2025 - Meeting, Recurring: Internal / Eric Melancon: Updated slide deck for weekly team meeting                                                | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/08/2025 - Meeting, Recurring: External / Mary Ann Viverette: Reform Stat                                                                          | 1.25 | \$280.00 | <b>\$350.00</b> |
| Service | 07/08/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Email to BC Martin re: elefa roles                  | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 07/08/2025 - Meeting Prep / John Salomone: Update and prep team meeting slides                                                                       | 1.50 | \$100.00 | <b>\$150.00</b> |
| Service | 07/08/2025 - Meeting, Recurring: External / Mary Ann Viverette: IA Group Intake (54 minutes) plus note preparation                                   | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/08/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly Team meeting                                                                       | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 07/08/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Chief Ohara                                                                  | 0.75 | \$350.00 | <b>\$262.50</b> |
| Service | 07/08/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly meeting                                                                            | 1.75 | \$280.00 | <b>\$490.00</b> |
| Service | 07/08/2025 - Meeting, Recurring: Internal / Michael Harrison: ELEFA weekly team meeting 3:30-4:30pm                                                  | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 07/08/2025 - Meeting, Recurring: Internal / John Salomone: Weekly ELEFA Team Meeting, with follow-up taskers                                         | 2.00 | \$100.00 | <b>\$200.00</b> |
| Service | 07/08/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Weekly                                                                         | 1.75 | \$280.00 | <b>\$490.00</b> |
| Service | 07/08/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Forwarding team UCMT MOA draft and associated email | 0.25 | \$100.00 | <b>\$25.00</b>  |
| Service | 07/08/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat                                                                           | 1.25 | \$280.00 | <b>\$350.00</b> |
| Service | 07/08/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in meeting with E Melancon and MDHR regarding QRP policy feedback                    | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/08/2025 - Document review: Policies / Lisa Fink: Finalize edits and comments to BWC data policy feedback and sent to MDHR                         | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/08/2025 - Document review: Policies / Lisa Fink: Review and edits to main BWC and ICC policy to returned to MDHR                                  | 0.50 | \$280.00 | <b>\$140.00</b> |

|         |                                                                                                                                                                                                                                                     |      |          |                   |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-------------------|
| Service | 07/08/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly team meeting                                                                                                                                                     | 1.75 | \$280.00 | <b>\$490.00</b>   |
| Service | 07/08/2025 - Document review: Training / Bill Murphy: Evaluated SSCA, Disorderly Conduct, Obstruction of a Legal Process, and Non-Discriminatory training documents. Prepared notes for discussion with Dr. Pannell of Exceptional Edge Consulting. | 5.00 | \$280.00 | <b>\$1,400.00</b> |
| Service | 07/08/2025 - Meeting, Recurring: External / Arlinda Westbrook: IA Group Intake Meeting                                                                                                                                                              | 1.00 | \$280.00 | <b>\$280.00</b>   |
| Service | 07/08/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Minneapolis Team Meeting                                                                                                                                                             | 1.75 | \$280.00 | <b>\$490.00</b>   |
| Service | 07/08/2025 - Fact Finding & Analysis / David Douglass: Meetings with party representatives re implementation status and issues                                                                                                                      | 4.00 | \$350.00 | <b>\$1,400.00</b> |
| Service | 07/08/2025 - Meeting, Recurring: Internal / David Douglass: Weekly Team Meeting                                                                                                                                                                     | 1.00 | \$350.00 | <b>\$350.00</b>   |
| Service | 07/09/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting                                                                                                                                                             | 1.75 | \$350.00 | <b>\$612.50</b>   |
| Service | 07/09/2025 - Meeting, Recurring: Internal / John Salomone: Team Leadership Meeting and follow-up research and email                                                                                                                                 | 0.50 | \$100.00 | <b>\$50.00</b>    |
| Service | 07/09/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Prepare and transmit official responses for MVVG and Facilities, Equipment and Non-Database Technology Plan                                                             | 0.50 | \$100.00 | <b>\$50.00</b>    |
| Service | 07/09/2025 - Meeting, Recurring: External / Mary Ann Viverette: Attended OPCR weekly meeting                                                                                                                                                        | 1.00 | \$280.00 | <b>\$280.00</b>   |
| Service | 07/09/2025 - Meeting, Recurring: External / Mary Ann Viverette: Attended IA Update meeting                                                                                                                                                          | 1.50 | \$280.00 | <b>\$420.00</b>   |
| Service | 07/09/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa weekly checkin                                                                                                                                                            | 1.75 | \$280.00 | <b>\$490.00</b>   |
| Service | 07/09/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Prepare updated approval memo for Mission, Vision, Values, Goals                                                                                       | 0.25 | \$280.00 | <b>\$70.00</b>    |
| Service | 07/09/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Made updates to policy process guidelines document and sent to D Douglass.                                                                             | 0.25 | \$280.00 | <b>\$70.00</b>    |
| Service | 07/09/2025 - Document review: Policies / Lisa Fink: Finalize ELEFA comments on SSCA Supervisor Review policy and returned it to MPD.                                                                                                                | 0.50 | \$280.00 | <b>\$140.00</b>   |
| Service | 07/09/2025 - Meeting, Recurring: External / Mary Ann Viverette: Virtual attendance OPCR Panel EVT 352 and EVT 654                                                                                                                                   | 1.00 | \$280.00 | <b>\$280.00</b>   |
| Service | 07/09/2025 - Evaluate Training or Operations / Bill Murphy: On-site, observed entire Use of Force (UOF) Day-3 training delivery at the Police Academy. Discussed training with lead instructor afterwards.                                          | 9.00 | \$280.00 | <b>\$2,520.00</b> |
| Service | 07/09/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly Meeting                                                                                                                                                            | 1.00 | \$280.00 | <b>\$280.00</b>   |

|         |                                                                                                                                                                                                                                                      |      |          |                   |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-------------------|
| Service | 07/09/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: IA/Fit/Elefa Progress Check in                                                                                                                                                           | 1.50 | \$280.00 | <b>\$420.00</b>   |
| Service | 07/09/2025 - Evaluate Training or Operations / David Douglass: Observe Use of Force Training Day three                                                                                                                                               | 4.00 | \$350.00 | <b>\$1,400.00</b> |
| Service | 07/09/2025 - Meeting, Ad Hoc: External / David Douglass: Meetings with City personnel re implementation status and issues                                                                                                                            | 2.00 | \$350.00 | <b>\$700.00</b>   |
| Service | 07/09/2025 - Meeting, Recurring: External / David Douglass: Weekly MDHR meeting                                                                                                                                                                      | 0.50 | \$350.00 | <b>\$175.00</b>   |
| Service | 07/10/2025 - Meeting Prep / John Salomone: Finalize and send parties' meeting agenda                                                                                                                                                                 | 0.25 | \$100.00 | <b>\$25.00</b>    |
| Service | 07/10/2025 - Fact Finding & Analysis / Eric Melancon: Development of facilities checklist for upcoming site visit inspections                                                                                                                        | 1.00 | \$280.00 | <b>\$280.00</b>   |
| Service | 07/10/2025 - Meeting, Recurring: External / Eric Melancon: Weekly update meeting on UOF Module                                                                                                                                                       | 0.25 | \$280.00 | <b>\$70.00</b>    |
| Service | 07/10/2025 - Evaluate Training or Operations / Julie Solomon: Review MECC CIT training + review survey for officer wellness clinical providers + respond to the City's email re: ¶1250 + internal/external email                                     | 2.50 | \$280.00 | <b>\$700.00</b>   |
| Service | 07/10/2025 - Meeting, Ad Hoc: External / Eric Melancon: Review of IA and OPCR case management system upgrades                                                                                                                                        | 1.00 | \$280.00 | <b>\$280.00</b>   |
| Service | 07/10/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Call with Michael on IA Module project status                                                                                                                                                | 0.25 | \$280.00 | <b>\$70.00</b>    |
| Service | 07/10/2025 - Meeting, Recurring: External / John Salomone: Weekly parties' meeting                                                                                                                                                                   | 1.00 | \$100.00 | <b>\$100.00</b>   |
| Service | 07/10/2025 - Meeting, Recurring: External / Michael Harrison: Weekly parties meeting                                                                                                                                                                 | 0.75 | \$350.00 | <b>\$262.50</b>   |
| Service | 07/10/2025 - Meeting, Recurring: External / Mary Ann Viverette: Weekly Parties meeting                                                                                                                                                               | 0.75 | \$280.00 | <b>\$210.00</b>   |
| Service | 07/10/2025 - Meeting Prep / Lisa Fink: Compiled chart indicating statuses of each document and provided to ELEFA team leads                                                                                                                          | 0.50 | \$280.00 | <b>\$140.00</b>   |
| Service | 07/10/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed IU weekly update presentation                                                                                                                                          | 0.25 | \$280.00 | <b>\$70.00</b>    |
| Service | 07/10/2025 - Document review: Policies / Lisa Fink: Reviewed MDHR's comments on BWC policies and conducted thorough cross-reference between BWC policies and settlement agreement requirements.                                                      | 1.50 | \$280.00 | <b>\$420.00</b>   |
| Service | 07/10/2025 - Document review: Training / Bill Murphy: On-site, finished evaluation of the 32-hour ECO of SSAC, Non-discriminatory, Obstruction of Legal Process, and Disorderly Conduct. Conferred afterward with Dr. Pannell on training documents. | 1.50 | \$280.00 | <b>\$420.00</b>   |
| Service | 07/10/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Parties Meeting                                                                                                                                                                          | 0.75 | \$280.00 | <b>\$210.00</b>   |

|         |                                                                                                                                                              |      |          |                 |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 07/10/2025 - Fact Finding & Analysis / David Douglass: Meetings re implementation issues                                                                     | 2.50 | \$350.00 | <b>\$875.00</b> |
| Service | 07/10/2025 - Meeting, Recurring: External / David Douglass: Weekly Parties' Meeting                                                                          | 0.75 | \$350.00 | <b>\$262.50</b> |
| Service | 07/10/2025 - Pro Bono Work / David Douglass: MNRJC symposium                                                                                                 | 2.75 | \$350.00 | <b>\$962.50</b> |
| Service | 07/11/2025 - Document review: Policies / Eric Melancon: Reviewed all changes to latest version of BWC policy                                                 | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/11/2025 - Document review: Training / Julie Solomon: Review MECC training PPT + comments + Internal/external email                                        | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 07/11/2025 - Meeting, Recurring: External / Mary Ann Viverette: OPCR Intake - partial meeting                                                                | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/11/2025 - Meeting, Recurring: External / Mary Ann Viverette: OPCR Panel Reviews with MPD and CCPO                                                         | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/11/2025 - Document review: Policies / Eric Melancon: Review of BWC policy draft with MDHR                                                                 | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/11/2025 - Meeting, Recurring: External / Eric Melancon: Biweekly meeting with IT Director                                                                 | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/11/2025 - Workshopping Session: Policy Development / Eric Melancon: QRP policy workshop with MPD and MDHR                                                 | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 07/11/2025 - Meeting Prep / Lisa Fink: Review BWC policies to prepare for discussion with MDHR                                                               | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/11/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with E Melancon to discuss comments on BWC policies                                                 | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/11/2025 - Meeting, Ad Hoc: External / Lisa Fink: Meeting with E Melancon & MDHR regarding comments on BWC policies and sent policies as follow-up to MDHR | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/11/2025 - Meeting Prep / Lisa Fink: Reviewed QRP comments to prepare for policy workshop                                                                  | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/11/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in QRP policy workshop with parties                                                          | 1.25 | \$280.00 | <b>\$350.00</b> |
| Service | 07/11/2025 - Report Preparation / Mary Ann Viverette: OCDM Panel review July 10 and 11, 2025                                                                 | 1.50 | \$280.00 | <b>\$420.00</b> |
| Service | 07/11/2025 - Admin: Other / Michael Harrison: Interview with MPR reporter 5:04pm to 5:55pm                                                                   | 0.75 | \$350.00 | <b>\$262.50</b> |
| Service | 07/11/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: OPCR Intake Case Presentations                                                                   | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 07/11/2025 - Community Engagement Activities / Carolina Maberry: UCMT MOA                                                                                    | 2.00 | \$30.00  | <b>\$60.00</b>  |
| Service | 07/11/2025 - Meeting, Ad Hoc: Internal / Carolina Maberry: Arlinda and Carolina Meeting                                                                      | 1.00 | \$30.00  | <b>\$30.00</b>  |
| Service | 07/11/2025 - Document review: Policies / Carolina Maberry: Comparison of old and new UOF Policy Language differences                                         | 3.00 | \$30.00  | <b>\$90.00</b>  |

|         |                                                                                                                                                                                    |      |          |                 |
|---------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 07/11/2025 - Community Engagement Activities / David Douglass: draft memo re local partner                                                                                         | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 07/14/2025 - Admin: Other / Julie Solomon: Internal/external email                                                                                                                 | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/14/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MPD re UOF tie up edits and meeting with parties                                                                     | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/14/2025 - Admin: Document Coding, Storage, and Tracking / Lisa Fink: Review and organize SSCA submission for ELEFA review & feedback                                            | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/14/2025 - Meeting Prep / Lisa Fink: Made updates to ELEFA weekly meeting slides                                                                                                 | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/14/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed IU's weekly project update                                                                           | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/14/2025 - Meeting, Recurring: External / Bill Murphy: Conferred with NPR reporter on training issues.                                                                           | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/15/2025 - Admin: Other / Julie Solomon: IU Slide Deck review + internal/external email                                                                                          | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/15/2025 - Meeting, Recurring: External / Mary Ann Viverette: Reform Stat and note preparation                                                                                   | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/15/2025 - Meeting, Recurring: Internal / Julie Solomon: Biweekly HWU/EIS meeting + monthly facilities standing committee meeting                                                | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 07/15/2025 - Meeting, Recurring: External / Mary Ann Viverette: Attended Wellness update meeting with Julie Solomon                                                                | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/15/2025 - Planning / Julie Solomon: Meeting with team re: MPD Overtime                                                                                                          | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/15/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Meeting on IA case with A. Westbrook and J. Solomon                                                                   | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/15/2025 - Meeting, Recurring: Internal / Bill Murphy: Updated the ELEFA Slide Deck with meetings and key topics discussed. Answered many emails and updated my paragraph notes. | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/15/2025 - Evaluate Training or Operations / Bill Murphy: Conferred with Commander Brown on force review training and other training issues.                                     | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/15/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat                                                                                                         | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/15/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Internal meeting on IA case                                                                                            | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/15/2025 - Meeting, Recurring: Internal / David Douglass: Weekly Team Meeting                                                                                                    | 1.50 | \$350.00 | <b>\$525.00</b> |
| Service | 07/16/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting                                                                                            | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 07/16/2025 - Evaluate Training or Operations / Julie Solomon: Review of 4 hour HWU/EIS training-156 slides                                                                         | 2.50 | \$280.00 | <b>\$700.00</b> |

|         |                                                                                                                                                                                                                                                       |      |          |                 |
|---------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Service | 07/16/2025 - Meeting, Recurring: Internal / Michael Harrison: Team leadership meeting                                                                                                                                                                 | 0.75 | \$350.00 | <b>\$262.50</b> |
| Service | 07/16/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Leadership meeting                                                                                                                                                              | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/16/2025 - Meeting, Recurring: External / Julie Solomon: Officer Focus Group                                                                                                                                                                        | 2.00 | \$280.00 | <b>\$560.00</b> |
| Service | 07/16/2025 - Meeting, Recurring: External / Michael Harrison: Officer Focus group                                                                                                                                                                     | 1.25 | \$350.00 | <b>\$437.50</b> |
| Service | 07/16/2025 - Meeting, Recurring: External / Michael Harrison: FTO SOP policy workshop                                                                                                                                                                 | 1.50 | \$350.00 | <b>\$525.00</b> |
| Service | 07/16/2025 - Meeting, Recurring: External / Mary Ann Viverette: OPCR weekly update                                                                                                                                                                    | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/16/2025 - Meeting, Recurring: External / Mary Ann Viverette: IA/FIT weekly update                                                                                                                                                                  | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/16/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with BC Martin: Media/Communications, implementation deadlines, policy & training 8:30-9:30pm                                                                                      | 1.00 | \$350.00 | <b>\$350.00</b> |
| Service | 07/16/2025 - Admin: Document Coding, Storage, and Tracking / Lisa Fink: Reviewed and organized policy and training submissions for NDP, IA/OPCR SOP, SSCA, CIT 40-hour course and H&W/EIS training, and distributed them to ELEFA members for review. | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/16/2025 - Document review: Policies / Lisa Fink: Reviewing NDP updates and MPD responses to CCPO feedback on the policies                                                                                                                          | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/16/2025 - Document review: Policies / Lisa Fink: Began review of 9-100s (stops & searches)                                                                                                                                                         | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/16/2025 - Meeting, Recurring: External / Lisa Fink: Participate in biweekly meeting with policy team (rescheduled)                                                                                                                                 | 0.50 | \$280.00 | <b>\$140.00</b> |
| Service | 07/16/2025 - Meeting, Ad Hoc: External / Lisa Fink: Met with R Brown to discuss various policies: warrants, health & wellness, and EIS                                                                                                                | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/16/2025 - Document review: Policies / Lisa Fink: Reviewed FTO SOP and policy to prep for workshop                                                                                                                                                  | 0.75 | \$280.00 | <b>\$210.00</b> |
| Service | 07/16/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with M Harrison to prep for FTO workshop                                                                                                                                                     | 0.25 | \$280.00 | <b>\$70.00</b>  |
| Service | 07/16/2025 - Workshopping Session: Policy Development / Lisa Fink: Participate in FTO SOP and policy workshop with parties                                                                                                                            | 1.75 | \$280.00 | <b>\$490.00</b> |
| Service | 07/16/2025 - Document review: Training / Bill Murphy: Evaluated Supervisor Force Review training documents.                                                                                                                                           | 1.25 | \$280.00 | <b>\$350.00</b> |
| Service | 07/16/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa Meeting                                                                                                                                                                     | 1.00 | \$280.00 | <b>\$280.00</b> |
| Service | 07/16/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly Meeting                                                                                                                                                              | 1.00 | \$280.00 | <b>\$280.00</b> |

|         |                                                                                                                                                                             |      |          |                   |
|---------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-------------------|
| Service | 07/16/2025 - Meeting, Recurring: External / Arlinda Westbrook: Interview on MPD Communications Assessment                                                                   | 1.50 | \$280.00 | <b>\$420.00</b>   |
| Service | 07/16/2025 - Meeting, Recurring: External / Arlinda Westbrook: IA/Fit/Elefa Progress Check-in                                                                               | 1.00 | \$280.00 | <b>\$280.00</b>   |
| Service | 07/16/2025 - Meeting, Recurring: External / David Douglass: Weekly MDHR meeting                                                                                             | 1.00 | \$350.00 | <b>\$350.00</b>   |
| Service | 07/17/2025 - Meeting, Recurring: Internal / Julie Solomon: Conversation with LF re: work out policy                                                                         | 0.25 | \$280.00 | <b>\$70.00</b>    |
| Service | 07/17/2025 - Meeting Prep / Lisa Fink: Updating document status chart for prep for parties meeting                                                                          | 0.25 | \$280.00 | <b>\$70.00</b>    |
| Service | 07/17/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook regarding IA/OPCR Manual                                                                          | 0.25 | \$280.00 | <b>\$70.00</b>    |
| Service | 07/17/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with J Solomon regarding health and wellness policy                                                                | 0.25 | \$280.00 | <b>\$70.00</b>    |
| Service | 07/17/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review and analysis of updated stops and searches policy                                             | 4.25 | \$280.00 | <b>\$1,190.00</b> |
| Service | 07/17/2025 - Document review: Training / Bill Murphy: Evaluated Supervisor Force Review Training documents.                                                                 | 1.00 | \$280.00 | <b>\$280.00</b>   |
| Service | 07/17/2025 - Meeting, Recurring: External / David Douglass: Parties Meeting                                                                                                 | 0.75 | \$350.00 | <b>\$262.50</b>   |
| Product | 07/08/2025 - Airfare / Bill Murphy                                                                                                                                          | 1.00 | \$637.96 | <b>\$637.96</b>   |
| Product | 07/08/2025 - To and From Home Airport / Bill Murphy: Had high booking fee included. This was for Uber to airport from home. Note: staying in Los Angeles area at this time. | 1.00 | \$169.52 | <b>\$169.52</b>   |
| Product | 07/08/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber from airport to hotel MLPS.                                                           | 1.00 | \$45.99  | <b>\$45.99</b>    |
| Product | 07/08/2025 - Per Diem: Partial Day (day of travel) / Bill Murphy                                                                                                            | 1.00 | \$59.25  | <b>\$59.25</b>    |
| Product | 07/08/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Airport to Hotel                                                                        | 1.00 | \$38.33  | <b>\$38.33</b>    |
| Product | 07/08/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: taxi to meeting with Ms. Phillips                                                       | 1.00 | \$14.08  | <b>\$14.08</b>    |
| Product | 07/08/2025 - To and From Home Airport / David Douglass                                                                                                                      | 1.00 | \$56.25  | <b>\$56.25</b>    |
| Product | 07/08/2025 - Per Diem: Partial Day (day of travel) / David Douglass                                                                                                         | 1.00 | \$59.25  | <b>\$59.25</b>    |
| Product | 07/08/2025 - Per Diem: Full Day / David Douglass                                                                                                                            | 1.00 | \$79.00  | <b>\$79.00</b>    |
| Product | 07/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber to Academy from hotel.                                                                | 1.00 | \$20.94  | <b>\$20.94</b>    |
| Product | 07/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Bill Murphy: Uber to hotel from Academy.                                                                | 1.00 | \$21.92  | <b>\$21.92</b>    |
| Product | 07/09/2025 - Per Diem: Full Day / Bill Murphy                                                                                                                               | 1.00 | \$79.00  | <b>\$79.00</b>    |

|         |                                                                                                                                                                    |      |          |                 |
|---------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|------|----------|-----------------|
| Product | 07/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: hotel to lunch meeting                                                         | 1.00 | \$16.71  | <b>\$16.71</b>  |
| Product | 07/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass                                                                                 | 1.00 | \$21.18  | <b>\$21.18</b>  |
| Product | 07/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: taxi to meeting with Mr. Jeffries                                              | 1.00 | \$16.98  | <b>\$16.98</b>  |
| Product | 07/09/2025 - Per Diem: Full Day / David Douglass                                                                                                                   | 1.00 | \$79.00  | <b>\$79.00</b>  |
| Product | 07/10/2025 - Lodging / Bill Murphy: Minus the market food purchases.                                                                                               | 1.00 | \$340.48 | <b>\$340.48</b> |
| Product | 07/10/2025 - To and From Home Airport / Bill Murphy: Had high booking fee. This was for Uber to home from airport. Note: staying in Los Angeles area at this time. | 1.00 | \$158.07 | <b>\$158.07</b> |
| Product | 07/10/2025 - Per Diem: Partial Day (day of travel) / Bill Murphy                                                                                                   | 1.00 | \$59.25  | <b>\$59.25</b>  |
| Product | 07/10/2025 - Lodging / David Douglass: Lodging July 8-10                                                                                                           | 1.00 | \$587.10 | <b>\$587.10</b> |

Subtotal **\$108,275.26**

Payments **-\$108,275.26**

**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.