

INVOICE

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

Invoice ID **17**
PO Number **MPLMN-0000926499**
Issue Date **09/12/2025**
Due Date **10/12/2025 (Net 30)**
Subject **Effective Law Enforcement for All (Supplier 0000033526), Invoice for July 18 - August 17 2025**

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

Item Type	Description	Quantity	Unit Price	Amount
Service	07/18/2025 - Meeting, Recurring: External / Mary Ann Viverette: Attended first 1.5 hours of OPCR Intake	1.50	\$280.00	\$420.00
Service	07/18/2025 - Document review: Policies / Mary Ann Viverette: Meeting with L. Fink on SSCA 9-100	0.75	\$280.00	\$210.00
Service	07/18/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with MLPS Mayor and Commissioner	0.50	\$350.00	\$175.00
Service	07/18/2025 - Meeting, Recurring: External / Mary Ann Viverette: Attended the majority of IA Intake dropped off at 1 hr. 15 mins	1.25	\$280.00	\$350.00
Service	07/18/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Meeting with CAO and MDHR about IA/OPCR and SOP	1.00	\$280.00	\$280.00
Service	07/18/2025 - Fact Finding & Analysis / Carolina Maberry: UOF Policy comparison doc	3.00	\$30.00	\$90.00
Service	07/18/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with M Viverette regarding comments on stops & searches policy	0.75	\$280.00	\$210.00
Service	07/18/2025 - Document review: Policies / Lisa Fink: Review updated version of IA/OPCR SOP	2.00	\$280.00	\$560.00
Service	07/18/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR re NDP, IA/OPCR manual, and UOF	0.50	\$280.00	\$140.00
Service	07/18/2025 - Meeting, Ad Hoc: External / Lisa Fink: Meeting with MDHR and CAO regarding IA and OPCR procedures	0.75	\$280.00	\$210.00
Service	07/18/2025 - Meeting, Recurring: External / Arlinda Westbrook: IA Group Intake Meeting	1.50	\$280.00	\$420.00
Service	07/18/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: MDHR/CAO/Elefa Misconduct Process Discussion	1.00	\$280.00	\$280.00
Service	07/18/2025 - Meeting, Recurring: External / Arlinda Westbrook: IA Intake	2.00	\$280.00	\$560.00

Service	07/18/2025 - Community Engagement Activities / Carolina Maberry: Meeting with IA communications, OCS communications teams re: upcoming public meeting	1.00	\$30.00	\$30.00
Service	07/18/2025 - Community Engagement Activities / Carolina Maberry: Language edits to Press Release for July 30 meeting	0.50	\$30.00	\$15.00
Service	07/20/2025 - Document review: Training / Bill Murphy: Evaluated Supervisor Force Review training documents. Reviewed emails.	2.50	\$280.00	\$700.00
Service	07/21/2025 - Report Preparation / Mary Ann Viverette: CAO meeting, IA and OPCR intake notes from 7.18.25	1.00	\$280.00	\$280.00
Service	07/21/2025 - Planning / Eric Melancon: Review of methodology for IA audit	0.50	\$280.00	\$140.00
Service	07/21/2025 - Fact Finding & Analysis / Mary Ann Viverette: IA related with A. Westbrook - Locke case	0.50	\$280.00	\$140.00
Service	07/21/2025 - Planning / Mary Ann Viverette: With A. Westbrook and E. Melancon August review in MN - methodology development	0.75	\$280.00	\$210.00
Service	07/21/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting with MAV on Investigation protocols	0.50	\$280.00	\$140.00
Service	07/21/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting to discuss methodology on IA and OPCR baseline coaching review	0.75	\$280.00	\$210.00
Service	07/21/2025 - Planning / Eric Melancon: Discussion with Mary Ann and Arlinda on audit methods for IA cases	0.75	\$280.00	\$210.00
Service	07/21/2025 - Meeting, Ad Hoc: External / Michael Harrison: Data IT meeting with Eric, BC Martin, Paul	1.50	\$350.00	\$525.00
Service	07/21/2025 - Document review: Training / Julie Solomon: 40 hour CIT training-8 hour Day 1 review	2.00	\$280.00	\$560.00
Service	07/21/2025 - Document review: Reports & Other Documents / Mary Ann Viverette: Discussion with OPCR staff in review of CCPO document	1.25	\$280.00	\$350.00
Service	07/21/2025 - Meeting Prep / John Salomone: Prep and send team meeting slides	0.25	\$100.00	\$25.00
Service	07/21/2025 - Meeting, Ad Hoc: External / Eric Melancon: Review of Data Systems plan with BC Martin and IT Director	1.50	\$280.00	\$420.00
Service	07/21/2025 - Meeting Prep / Eric Melancon: Updated weekly slides for Team Meeting	0.25	\$280.00	\$70.00
Service	07/21/2025 - Planning / Lisa Fink: Review and edits to UOF policy update highlights for ELEFA community meeting	0.50	\$280.00	\$140.00
Service	07/21/2025 - Document review: Reports & Other Documents / Lisa Fink: Review IU weekly slides	0.25	\$280.00	\$70.00
Service	07/21/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Finalize and send policy process guidelines to the Parties	0.25	\$280.00	\$70.00

Service	07/21/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed compiled community feedback and MPD's responses for UOF policies that was posted online for the community	1.00	\$280.00	\$280.00
Service	07/21/2025 - Document review: Policies / Lisa Fink: Review SSCA guiding principles and arrests/citations and related public feedback	1.00	\$280.00	\$280.00
Service	07/21/2025 - Meeting Prep / Lisa Fink: Updates to ELEFA weekly meeting presentation	0.50	\$280.00	\$140.00
Service	07/21/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Paragraph 339 Working meeting w OPCR leadership	1.00	\$280.00	\$280.00
Service	07/21/2025 - Document review: Training / Bill Murphy: Conferred with Lt. Schoonover on the Supervisor Force Review training documents. Responded to emails and updated training notes.	1.00	\$280.00	\$280.00
Service	07/21/2025 - Community Engagement Activities / Bill Murphy: Developed slide deck training information to be used in the community presentation on July 30, 2025.	1.00	\$280.00	\$280.00
Service	07/21/2025 - Meeting, Recurring: Internal / Bill Murphy: Updated weekly ELEFA slide deck with meetings attended and topics worked on.	0.25	\$280.00	\$70.00
Service	07/22/2025 - Meeting, Recurring: External / Michael Harrison: Reform stat	1.00	\$350.00	\$350.00
Service	07/22/2025 - Meeting, Recurring: External / John Salomone: Reformstat	1.00	\$100.00	\$100.00
Service	07/22/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Meeting to discuss OT + prep + phone call with EM, MAV, MH	2.50	\$280.00	\$700.00
Service	07/22/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.00	\$280.00	\$280.00
Service	07/22/2025 - Meeting, Ad Hoc: External / Michael Harrison: Overtime data discussion	0.75	\$350.00	\$262.50
Service	07/22/2025 - Meeting, Recurring: External / Mary Ann Viverette: Reform Stat	1.00	\$280.00	\$280.00
Service	07/22/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Meeting with some ELEFA on MPD OT	0.75	\$280.00	\$210.00
Service	07/22/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Prep response letter and edit comments on MECC Crisis Intervention Training	0.75	\$100.00	\$75.00
Service	07/22/2025 - Meeting Prep / John Salomone: Team meeting slide prep, inc phone calls to team members	1.75	\$100.00	\$175.00
Service	07/22/2025 - Meeting, Recurring: External / Mary Ann Viverette: IA Intake with A. Westbrook	1.00	\$280.00	\$280.00
Service	07/22/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting	2.00	\$100.00	\$200.00
Service	07/22/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Internal meeting on overtime data request	1.00	\$280.00	\$280.00

Service	07/22/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly ELEFA team meeting	2.00	\$280.00	\$560.00
Service	07/22/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly Team Meeting	2.00	\$280.00	\$560.00
Service	07/22/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly ELEFA team meeting 3:30-5:26	1.75	\$350.00	\$612.50
Service	07/22/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: Weekly ELEFA meeting	2.00	\$280.00	\$560.00
Service	07/22/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Internal meeting on IA/OPCR overtime investigations	1.00	\$280.00	\$280.00
Service	07/22/2025 - Meeting, Recurring: External / Arlinda Westbrook: IA Group Intake	2.00	\$280.00	\$560.00
Service	07/22/2025 - Meeting, Recurring: External / Arlinda Westbrook: Minneapolis team meeting. Had to leave meeting early	1.00	\$280.00	\$280.00
Service	07/22/2025 - Meeting, Recurring: Internal / David Douglass: Weekly team meeting	1.00	\$350.00	\$350.00
Service	07/22/2025 - Meeting, Recurring: External / Bill Murphy: Conferred with CMD Brown on training issues. Conferred with John (ELEFA) on MECC training documents. Reviewed notes and timelines for compliance.	1.25	\$280.00	\$350.00
Service	07/22/2025 - Document review: Training / Bill Murphy: Evaluated Supervisor Leadership training documents.	1.50	\$280.00	\$420.00
Service	07/22/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	2.00	\$280.00	\$560.00
Service	07/22/2025 - Community Engagement Activities / Carolina Maberry: Public Presentation: Policy Changes slides	2.00	\$30.00	\$60.00
Service	07/22/2025 - Meeting, Recurring: Internal / Carolina Maberry: Weekly Meeting	1.00	\$30.00	\$30.00
Service	07/23/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting	1.00	\$350.00	\$350.00
Service	07/23/2025 - Meeting, Ad Hoc: External / Michael Harrison: 40 MM discussion with City and MPD	0.75	\$350.00	\$262.50
Service	07/23/2025 - Document review: Training / Julie Solomon: Day 2, 40 hour Basic CIT	1.75	\$280.00	\$490.00
Service	07/23/2025 - Audit / Eric Melancon: Developed draft methodology for review of Coaching cases	1.50	\$280.00	\$420.00
Service	07/23/2025 - Meeting, Recurring: External / Michael Harrison: IA bi-weekly check-in	0.25	\$350.00	\$87.50
Service	07/23/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa meeting	1.00	\$280.00	\$280.00
Service	07/23/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: 40 mm Discussion with MPD implementation and command staff	1.00	\$280.00	\$280.00

Service	07/23/2025 - Progress Evaluation & Reporting / Eric Melancon: Authored template for 3rd semi annual report	1.00	\$280.00	\$280.00
Service	07/23/2025 - Community Engagement Activities / David Douglass: revise draft local liasion memo	1.50	\$350.00	\$525.00
Service	07/23/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MPD and CA Office on 40mm use in first amendment protest.	0.50	\$280.00	\$140.00
Service	07/23/2025 - Document review: Reports & Other Documents / Bill Murphy: Reviewed Minnesota Attorney's General Office and Hennepin County Attorney's Office joint report on an Officer Involved Shooting investigation. Also, reviewed the OPCR intake report on investigation.	2.50	\$280.00	\$700.00
Service	07/24/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Meeting with A. Westbrook and Sam Pallini about upcoming coaching and data review	0.50	\$280.00	\$140.00
Service	07/24/2025 - Document review: Policies / Mary Ann Viverette: Reviewed policies 9-101 thru 9-115 per L. Fink	1.00	\$280.00	\$280.00
Service	07/24/2025 - Document review: Training / Julie Solomon: Day 3 of 40 hour CIT	2.00	\$280.00	\$560.00
Service	07/24/2025 - Meeting, Recurring: Internal / Julie Solomon: Facilities Tracker Review + internal/external email	1.00	\$280.00	\$280.00
Service	07/24/2025 - Meeting, Recurring: Internal / Eric Melancon: Monthly Compliance Review of Facilities Project Status	1.00	\$280.00	\$280.00
Service	07/24/2025 - Document review: Training / Eric Melancon: Review of EIS training materials	0.50	\$280.00	\$140.00
Service	07/24/2025 - Document review: Policies / Mary Ann Viverette: Review of edits from Sam Pallini for SOP re: IA/OPCR jurisdiction	0.75	\$280.00	\$210.00
Service	07/24/2025 - Meeting, Party Principals / John Salomone: Weekly Parties' Meeting	0.25	\$100.00	\$25.00
Service	07/24/2025 - Meeting, Recurring: External / Michael Harrison: Parties' meeting	0.25	\$350.00	\$87.50
Service	07/24/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Meeting with David, Arlinda. Continued with meeting with Rebecca Lucero 2:30-3:30pm	1.00	\$350.00	\$350.00
Service	07/24/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with IA embedded attorney on upcoming case and data reviews	0.50	\$280.00	\$140.00
Service	07/24/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR	0.50	\$280.00	\$140.00
Service	07/24/2025 - Document review: Policies / Arlinda Westbrook: Review of NDP updated policy and CCPO comments	1.00	\$280.00	\$280.00
Service	07/24/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Rebeca Lucero and Nekema Levy Pounds 5-6p	1.00	\$350.00	\$350.00
Service	07/24/2025 - Document review: Reports & Other Documents / Arlinda Westbrook: Review and edits of proposed draft metric report for IA/OPCR baseline reviews	1.00	\$280.00	\$280.00

Service	07/24/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR community issues	2.00	\$280.00	\$560.00
Service	07/24/2025 - Meeting, Ad Hoc: External / Bill Murphy: Prep for Supervisor Force Review meeting to discuss curriculum - forwarded training documents for discussion in meeting.	0.50	\$280.00	\$140.00
Service	07/24/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CMD Brown on MECC-CIT refresher training.	0.25	\$280.00	\$70.00
Service	07/24/2025 - Evaluate Training or Operations / Bill Murphy: Prepared talking points for David to discuss changes to UOF training compared to past MPD training at Community Meeting.	2.00	\$280.00	\$560.00
Service	07/24/2025 - Document review: Training / Bill Murphy: Evaluated Supervisor Leadership training slide deck curriculum.	0.75	\$280.00	\$210.00
Service	07/24/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with David on community presentation.	0.50	\$280.00	\$140.00
Service	07/25/2025 - Document review: Training / Julie Solomon: HWU/EIS training materials + internal/external email	2.50	\$280.00	\$700.00
Service	07/25/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Lt. Schoonover and his curriculum design staff on the Supervisor Force Review curriculum.	2.25	\$280.00	\$630.00
Service	07/25/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with David and CMD Brown on significant training and personnel issues. Had multiple discussions.	1.25	\$280.00	\$350.00
Service	07/26/2025 - Community Engagement Activities / David Douglass: final review and edit of UCMT memo	1.00	\$350.00	\$350.00
Service	07/27/2025 - Document review: Policies / Mary Ann Viverette: Review of IA/OPCR SOP for compliance per L. Fink	1.50	\$280.00	\$420.00
Service	07/28/2025 - Meeting, Recurring: External / Julie Solomon: EIS monthly meeting + debrief with EM + email to David/Michael re: next steps	2.00	\$280.00	\$560.00
Service	07/28/2025 - Document review: Training / Julie Solomon: Draft 40 hour CIT training comments + EIS/HWU training comments to MPD + facilities steering committee minutes + Seattle CD article + internal/external email	1.75	\$280.00	\$490.00
Service	07/28/2025 - Meeting, Recurring: External / Eric Melancon: Monthly status updates from MPD on EIS project	1.25	\$280.00	\$350.00
Service	07/28/2025 - Meeting, Recurring: External / Eric Melancon: Biweekly update with IT Director on project status	0.75	\$280.00	\$210.00
Service	07/28/2025 - Audit / Eric Melancon: Coordination of Nelson Mullins team for site inspections related to facilities plan	0.50	\$280.00	\$140.00
Service	07/28/2025 - Fact Finding & Analysis / Eric Melancon: Developed summary of status of EIS project for ELEFA leadership review	1.00	\$280.00	\$280.00
Service	07/28/2025 - Meeting, Recurring: External / Julie Solomon: Meeting with Nelson Mullins re: facilities plan + SA ¶¶ review + IU slide deck with edits.	1.50	\$280.00	\$420.00

Service	07/28/2025 - Admin: Scheduling and Coordination / John Salomone: Public meeting catering ordering and coordination	0.25	\$100.00	\$25.00
Service	07/28/2025 - Admin: Scheduling and Coordination / John Salomone: Adjust team meeting time for 29 Jul 25	0.25	\$100.00	\$25.00
Service	07/28/2025 - Admin: Scheduling and Coordination / John Salomone: Communicate with Ron (VP) re: work for Monday	0.75	\$100.00	\$75.00
Service	07/28/2025 - Document review: Policies / Lisa Fink: Reviewed BWC/ICC comments from MDHR	0.25	\$280.00	\$70.00
Service	07/28/2025 - Admin: Other / Lisa Fink: Reviewing emails from past week	0.50	\$280.00	\$140.00
Service	07/28/2025 - Meeting Prep / Lisa Fink: Reviewed ELEFA notes on UOF policy updates for public meeting	0.25	\$280.00	\$70.00
Service	07/28/2025 - Document review: Policies / Lisa Fink: Conducted review of IA and OPCR investigations manuals	1.75	\$280.00	\$490.00
Service	07/28/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with M Viverette regarding comments on IA and OPCR investigations manuals	0.25	\$280.00	\$70.00
Service	07/28/2025 - Meeting, Recurring: External / Lisa Fink: Policy biweekly call with MPD	1.25	\$280.00	\$350.00
Service	07/28/2025 - Document review: Policies / Lisa Fink: Reviewed NDP policies and MDHR's related feedback letter	0.25	\$280.00	\$70.00
Service	07/28/2025 - Document review: Policies / Lisa Fink: Reviewed MPD-proposed UOF policy edits	1.00	\$280.00	\$280.00
Service	07/28/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR regarding MPD-proposed UOF policy edits	0.25	\$280.00	\$70.00
Service	07/28/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with P Barrette regarding FTO SOP and policy work	0.25	\$280.00	\$70.00
Service	07/28/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with B Murphy regarding UOF policy meetings and FTO policy and feedback work.	0.25	\$280.00	\$70.00
Service	07/28/2025 - Meeting Prep / Lisa Fink: Updated weekly ELEFA meeting slides	0.25	\$280.00	\$70.00
Service	07/28/2025 - Community Engagement Activities / David Douglass: Prepare public meeting presentation	3.00	\$350.00	\$1,050.00
Service	07/28/2025 - Meeting, Recurring: Internal / Michael Harrison: Project management meeting 3-3:45pm	0.75	\$350.00	\$262.50
Service	07/28/2025 - Document review: Reports & Other Documents / Bill Murphy: Updated ELEFA weekly slide deck with meetings and topics.	0.50	\$280.00	\$140.00
Service	07/28/2025 - Document review: Training / Bill Murphy: Evaluated CIT 40-hour course slide deck and wellness training documents. conferred with Dr Williams on training topics.	1.75	\$280.00	\$490.00

Service	07/28/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Lisa on policies and reviewed Dan's email on UOF policy changes.	0.50	\$280.00	\$140.00
Service	07/28/2025 - Community Engagement Activities / David Douglass: Review and edit UCMT memorandum	1.00	\$350.00	\$350.00
Service	07/28/2025 - Community Engagement Activities / Carolina Maberry: July Public Meeting Slides: Policy	1.00	\$30.00	\$30.00
Service	07/28/2025 - Community Engagement Activities / Carolina Maberry: July Public Meeting Slides: Design	1.00	\$30.00	\$30.00
Service	07/29/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: prepare Jul 2025 public meeting presentation	0.25	\$100.00	\$25.00
Service	07/29/2025 - Document review: Reports & Other Documents / Julie Solomon: Prepare formal comments on 40 hour CIT letterhead + internal/external email	0.25	\$280.00	\$70.00
Service	07/29/2025 - Meeting, Recurring: External / Julie Solomon: Supervisor focus group	2.00	\$280.00	\$560.00
Service	07/29/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Pre-meeting with David 9-10am	1.00	\$350.00	\$350.00
Service	07/29/2025 - Meeting, Recurring: External / Michael Harrison: Reform stat 10-11am	1.00	\$350.00	\$350.00
Service	07/29/2025 - Fact Finding & Analysis / Eric Melancon: Presentation on MPD on data analysis	0.75	\$280.00	\$210.00
Service	07/29/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with MPD on Overtime 1:30-2pm	0.50	\$350.00	\$175.00
Service	07/29/2025 - Meeting, Recurring: External / Mary Ann Viverette: Virtually attended Supervisory Focus Group discussing some wellness issues and UOF and supervisory duties and responsibilities	2.00	\$280.00	\$560.00
Service	07/29/2025 - Meeting, Ad Hoc: External / Michael Harrison: Planning process and corresponding timelines meeting with MLPS 3:30-4:30pm	1.00	\$350.00	\$350.00
Service	07/29/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting	1.00	\$280.00	\$280.00
Service	07/29/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly ELEFA team meeting 5:30-6:30pm	1.00	\$350.00	\$350.00
Service	07/29/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting: revise public meeting slides	1.00	\$100.00	\$100.00
Service	07/29/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team meeting	1.00	\$280.00	\$280.00
Service	07/29/2025 - Document review: Policies / Lisa Fink: Reviewed stops & searches policy comments	0.50	\$280.00	\$140.00
Service	07/29/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Drafted approval letter for non-discriminatory policing policies	0.75	\$280.00	\$210.00

Service	07/29/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participated in call with MPD about firearms discharges	1.00	\$280.00	\$280.00
Service	07/29/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participated in UOF policy changes call with parties	1.50	\$280.00	\$420.00
Service	07/29/2025 - Meeting, Recurring: Internal / Lisa Fink: Participated in ELEFA weekly meeting	0.75	\$280.00	\$210.00
Service	07/29/2025 - Document review: Training / Bill Murphy: Evaluated Supervisor Leadership training documents. Forwarded comments to MDHR. Participant guide and notes.	1.25	\$280.00	\$350.00
Service	07/29/2025 - Document review: Training / Bill Murphy: Evaluated EIS and Health and Wellness training documents.	1.00	\$280.00	\$280.00
Service	07/29/2025 - Document review: Policies / Bill Murphy: Conferred with MPD, CA Office, and MDHR on firearm discharges policy.	1.50	\$280.00	\$420.00
Service	07/29/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status and preparation for community presentation. conferred with Carolina and training slide deck.	1.25	\$280.00	\$350.00
Service	07/29/2025 - Community Engagement Activities / David Douglass: Prepare for public meeting	4.00	\$350.00	\$1,400.00
Service	07/29/2025 - Meeting, Recurring: Internal / David Douglass: Weekly Team Meeting	1.00	\$350.00	\$350.00
Service	07/29/2025 - Community Engagement Activities / Carolina Maberry: July Public Meeting Slides & Content on Training Changes, meeting with Bill Murphy	1.50	\$30.00	\$45.00
Service	07/29/2025 - Meeting, Recurring: Internal / Carolina Maberry: Weekly Meeting Focused on upcoming public meeting	1.00	\$30.00	\$30.00
Service	07/30/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Public meeting slides	1.00	\$100.00	\$100.00
Service	07/30/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Public meeting prep 10a-1p	3.00	\$350.00	\$1,050.00
Service	07/30/2025 - Meeting, Recurring: Internal / John Salomone: Team leadership meeting	0.25	\$100.00	\$25.00
Service	07/30/2025 - Meeting, Ad Hoc: Internal / John Salomone: Public meeting prep	2.50	\$100.00	\$250.00
Service	07/30/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Rebecca Lucero	0.25	\$350.00	\$87.50
Service	07/30/2025 - Meeting, Recurring: External / Mary Ann Viverette: OPCR update meeting	0.50	\$280.00	\$140.00
Service	07/30/2025 - Document review: Reports & Other Documents / Mary Ann Viverette: Reviewed case EVT 206 for participation in OPCR Panel later today	0.50	\$280.00	\$140.00
Service	07/30/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with D Douglass and M Harrison regarding SSCA policy and tonight's ELEFA public meeting	0.25	\$280.00	\$70.00

Service	07/30/2025 - Meeting Prep / Lisa Fink: Reviewed slides for ELEFA community meeting	0.25	\$280.00	\$70.00
Service	07/30/2025 - Document review: Policies / Lisa Fink: Finalized ELEFA comments on stops & searches policy and sent to MDHR	0.25	\$280.00	\$70.00
Service	07/30/2025 - Document review: Policies / Lisa Fink: Reviewed SA mapping and public feedback on arrest and citations policies	2.00	\$280.00	\$560.00
Service	07/30/2025 - Meeting, Recurring: External / Mary Ann Viverette: Virtual attendance OPCR Panel EVT 206 - missing a Commissioner - called it after 23 minutes	0.50	\$280.00	\$140.00
Service	07/30/2025 - Community Engagement Activities / Michael Harrison: travel to and host Public community meeting 4-9pm	5.00	\$350.00	\$1,750.00
Service	07/30/2025 - Meeting, Ad Hoc: Internal / John Salomone: Public meeting site prep, meeting, cleanup	5.50	\$100.00	\$550.00
Service	07/30/2025 - Document review: Training / Bill Murphy: Evaluated EIS training documents.	1.00	\$280.00	\$280.00
Service	07/30/2025 - Community Engagement Activities / Bill Murphy: Conferred with Michael and David on slide deck presentation to community. discussed training topics in slide deck. Conferred with Carolina after meeting.	1.50	\$280.00	\$420.00
Service	07/30/2025 - Community Engagement Activities / David Douglass: Public Meeting and preparation for same	6.00	\$350.00	\$2,100.00
Service	07/30/2025 - Community Engagement Activities / Carolina Maberry: Final Edits to Community Engagement Slides	0.50	\$30.00	\$15.00
Service	07/31/2025 - Document review: Reports & Other Documents / Julie Solomon: MECC comments; HWU comments to Parties + internal/external email	0.75	\$280.00	\$210.00
Service	07/31/2025 - Document review: Policies / Mary Ann Viverette: Discussion with L. Fink on SSCA policies	0.50	\$280.00	\$140.00
Service	07/31/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Discussion with MDHR and L. Fink on SOP edits	0.75	\$280.00	\$210.00
Service	07/31/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Phone and Teams meeting with L. Fink, Sam Pallini and Nick Barkley - EIS and SOP	0.25	\$280.00	\$70.00
Service	07/31/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Commissioner Barnette and David 9:30-10am	0.50	\$350.00	\$175.00
Service	07/31/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with Ward2 Councilperson staff 10-11am	1.00	\$350.00	\$350.00
Service	07/31/2025 - Admin: Other / Eric Melancon: Meeting with David on Project Management Tools	0.75	\$280.00	\$210.00
Service	07/31/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Meet with M Viverette regarding feedback on arrests and citations policy	0.50	\$280.00	\$140.00
Service	07/31/2025 - Document review: Policies / Lisa Fink: Reviewed officer feedback on SSCA policies	0.25	\$280.00	\$70.00

Service	07/31/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR call about IA/OPCR SOPs	0.75	\$280.00	\$210.00
Service	07/31/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MPD and City regarding EIS and IA/OPCR SOP interface	0.25	\$280.00	\$70.00
Service	07/31/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with D Douglass about public meeting, use of force policies, and policy process	0.50	\$280.00	\$140.00
Service	07/31/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Finalize NDP policies approval memo and sent internally for review and signature	0.25	\$280.00	\$70.00
Service	07/31/2025 - Document review: Policies / Lisa Fink: Finalize ELEFA comments on IA/OPCR SOPs and sent to City	1.00	\$280.00	\$280.00
Service	07/31/2025 - Community Engagement Activities / David Douglass: Meeting with Councilmember Wonsley's staff	1.50	\$350.00	\$525.00
Service	08/01/2025 - Meeting, Recurring: External / Mary Ann Viverette: Virtually attended OPCR Intake Group meeting with staff and Sam Pallinin	3.00	\$280.00	\$840.00
Service	08/01/2025 - Meeting, Recurring: External / Mary Ann Viverette: Virtually attended IA Group Intake	0.50	\$280.00	\$140.00
Service	08/01/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with the Parties re: EIS ¶268 + internal email	1.50	\$280.00	\$420.00
Service	08/01/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Mary from Training Division and discussed how to update the Supervisor Force Review training documents.	0.25	\$280.00	\$70.00
Service	08/01/2025 - Document review: Training / Bill Murphy: Evaluated EIS and HW training documents.	1.00	\$280.00	\$280.00
Service	08/01/2025 - Meeting, Ad Hoc: External / Lisa Fink: Calls with City and M Viverette regarding IA/OPCR SOP questions	0.25	\$280.00	\$70.00
Service	08/01/2025 - Planning / David Douglass: Call re surveys	1.00	\$350.00	\$350.00
Service	08/04/2025 - Document review: Policies / Mary Ann Viverette: Reviewed Supervisory Review Policy Draft 2 and commented	0.50	\$280.00	\$140.00
Service	08/04/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Meeting with potential survey vendor	1.00	\$280.00	\$280.00
Service	08/04/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with CAO office SOP question	1.00	\$280.00	\$280.00
Service	08/04/2025 - Planning / Lisa Fink: Tracking document exchanges and public comment postings	0.25	\$280.00	\$70.00
Service	08/04/2025 - Workshopping Session: Policy Development / Lisa Fink: Participated in FTO working session between ELEFA and MPD	2.00	\$280.00	\$560.00
Service	08/04/2025 - Meeting Prep / Lisa Fink: Follow-ups on FTO and discussion of community feedback on SSCA policies and status of SSCA policies for training development	0.50	\$280.00	\$140.00

Service	08/04/2025 - Document review: Policies / Lisa Fink: Finalized comments on SSCA Arrests & Citations and Guiding Principles & sent to MDHR	0.50	\$280.00	\$140.00
Service	08/04/2025 - Technical Assistance to MPD or the City / Bill Murphy: Conferred with MPD on FTO-SOP. Provided technical assistance and recommended formatting solutions to SOP.	2.00	\$280.00	\$560.00
Service	08/04/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Lisa on SSCA policies and advocacy group comments to policies.	0.50	\$280.00	\$140.00
Service	08/04/2025 - Document review: Training / Bill Murphy: Evaluated Supervisor Leadership training. Conferred with Paula, Troy and left voicemail for MDHR.	1.00	\$280.00	\$280.00
Service	08/05/2025 - Meeting, Recurring: External / Mary Ann Viverette: Attended Reform Stat meeting	1.00	\$280.00	\$280.00
Service	08/05/2025 - Meeting, Recurring: External / Mary Ann Viverette: Attended IA Group Intake	1.75	\$280.00	\$490.00
Service	08/05/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly team meeting	1.25	\$350.00	\$437.50
Service	08/05/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.25	\$280.00	\$350.00
Service	08/05/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: Attended part of ELEFA Team meeting	0.50	\$280.00	\$140.00
Service	08/05/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting	1.25	\$100.00	\$125.00
Service	08/05/2025 - Meeting, Recurring: Internal / Julie Solomon: Internal team meeting + internal/external email	1.75	\$280.00	\$490.00
Service	08/05/2025 - Admin: Document Coding, Storage, and Tracking / Lisa Fink: Updating documentation regarding non-discriminatory policing approved policies	0.25	\$280.00	\$70.00
Service	08/05/2025 - Meeting Prep / Lisa Fink: Updated slides for ELEFA weekly meeting	0.25	\$280.00	\$70.00
Service	08/05/2025 - Document review: Policies / Lisa Fink: Completed review and analysis of SSCA Supervisor Review policy and sent to MDHR	1.25	\$280.00	\$350.00
Service	08/05/2025 - Meeting, Recurring: Internal / Lisa Fink: Participated in ELEFA weekly meeting	1.25	\$280.00	\$350.00
Service	08/05/2025 - Document review: Reports & Other Documents / Bill Murphy: Reviewed notes and addressed emails on training and use of force topics.	0.50	\$280.00	\$140.00
Service	08/05/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MDHR and CMD Brown on Supervisor Leadership training. Addressed emails.	0.50	\$280.00	\$140.00
Service	08/05/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status. Pulled reports for bi-annual report.	1.50	\$280.00	\$420.00

Service	08/06/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly team leadership meeting	1.50	\$350.00	\$525.00
Service	08/06/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/MDHR weekly meeting.	1.00	\$280.00	\$280.00
Service	08/06/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Leadership Team Meeting	0.75	\$280.00	\$210.00
Service	08/06/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Leadership meeting	0.75	\$280.00	\$210.00
Service	08/06/2025 - Meeting, Recurring: Internal / John Salomone: Team leadership meeting	0.75	\$100.00	\$75.00
Service	08/06/2025 - Meeting, Recurring: External / Julie Solomon: Supervisor Focus Group	2.00	\$280.00	\$560.00
Service	08/06/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Submit Coaching Review methodology to parties	0.75	\$100.00	\$75.00
Service	08/06/2025 - Meeting, Recurring: External / Julie Solomon: Facilities Plan Tracker Review with IU	0.50	\$280.00	\$140.00
Service	08/06/2025 - Meeting, Recurring: External / Mary Ann Viverette: Virtually attended Supervisor feedback meeting on Supervisory Duties and Responsibilities Policy	2.00	\$280.00	\$560.00
Service	08/06/2025 - Meeting, Recurring: External / Arlinda Westbrook: IA/Fit/Elefa weekly check in	1.75	\$280.00	\$490.00
Service	08/06/2025 - Meeting, Recurring: External / Arlinda Westbrook: OPCR/Elefa	1.25	\$280.00	\$350.00
Service	08/06/2025 - Admin: Systems Setup and Maintenance / John Salomone: Contact list	0.25	\$100.00	\$25.00
Service	08/06/2025 - Document review: Policies / Lisa Fink: Reviewed IA/OPCR SOP	0.50	\$280.00	\$140.00
Service	08/06/2025 - Report Preparation / Lisa Fink: Worked on drafting of 3rd semiannual report	1.50	\$280.00	\$420.00
Service	08/06/2025 - Meeting, Ad Hoc: External / Bill Murphy: conferred with MPD on Supervisor Force Review training documents.	1.00	\$280.00	\$280.00
Service	08/06/2025 - Document review: Reports & Other Documents / Bill Murphy: Began preparation for bi-annual report, gathered information on status of training and use of force paragraphs. Conferred with Mary Ann on UOF supervisor reporting.	2.00	\$280.00	\$560.00
Service	08/07/2025 - Meeting, Recurring: External / Michael Harrison: Weekly parties meeting	0.50	\$350.00	\$175.00
Service	08/07/2025 - Meeting, Recurring: External / Mary Ann Viverette: Parties meeting	0.50	\$280.00	\$140.00
Service	08/07/2025 - Meeting, Recurring: External / John Salomone: Parties' Meeting	0.50	\$100.00	\$50.00
Service	08/07/2025 - Meeting Prep / Lisa Fink: Compiled and sent policy statuses to ELEFA leadership	0.25	\$280.00	\$70.00

Service	08/07/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook discussing IA/OPCR SOP updates	0.50	\$280.00	\$140.00
Service	08/07/2025 - Document review: Reports & Other Documents / Lisa Fink: Review City's response to ELEFA's policy process guidance document	0.25	\$280.00	\$70.00
Service	08/07/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participated in call with CAO and A Westbrook regarding IA/OPCR SOP question	0.75	\$280.00	\$210.00
Service	08/07/2025 - Meeting, Recurring: Internal / Lisa Fink: Participated in call with M Harrison to update on policy work	0.25	\$280.00	\$70.00
Service	08/07/2025 - Planning / Lisa Fink: Follow-up communications to M Harrison regarding policies to discuss with MPD	0.25	\$280.00	\$70.00
Service	08/07/2025 - Meeting, Recurring: External / Arlinda Westbrook: Parties meeting	0.50	\$280.00	\$140.00
Service	08/08/2025 - Meeting, Recurring: External / Eric Melancon: Biweekly meeting with IT Director on project status	0.50	\$280.00	\$140.00
Service	08/08/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with S Williams and then with B Murphy re FTO training organization	0.25	\$280.00	\$70.00
Service	08/08/2025 - Meeting, Ad Hoc: External / Julie Solomon: Policy Dashboard Demonstration	0.50	\$280.00	\$140.00
Service	08/08/2025 - Meeting, Recurring: External / Julie Solomon: Facilities Tracker Meeting + Internal/external email	0.75	\$280.00	\$210.00
Service	08/08/2025 - Meeting, Ad Hoc: External / Lisa Fink: Attend Policy and Resource Hub software demo provided by MPD	0.50	\$280.00	\$140.00
Service	08/08/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: MPD Policy and HUB demo	0.50	\$280.00	\$140.00
Service	08/08/2025 - Document review: Policies / Lisa Fink: Finalized comments on IA/OPCR SOP and returned to City	0.25	\$280.00	\$70.00
Service	08/08/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with ELEFA and City to discuss finalizing IA/OPCR SOP	0.50	\$280.00	\$140.00
Service	08/08/2025 - Document review: Reports & Other Documents / Bill Murphy: Worked on outline for bi-annual report. Updates to training and use of force paragraphs.	1.75	\$280.00	\$490.00
Service	08/08/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MPD - given policy hub demonstration.	0.50	\$280.00	\$140.00
Service	08/08/2025 - Meeting, Recurring: External / Arlinda Westbrook: OPCR Intake presentations	2.00	\$280.00	\$560.00
Service	08/09/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/MDHR	0.50	\$280.00	\$140.00
Service	08/09/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: MDHR follow-up	0.50	\$280.00	\$140.00
Service	08/11/2025 - Meeting, Recurring: Internal / John Salomone: Weekly PM meeting	0.75	\$100.00	\$75.00

Service	08/11/2025 - Meeting, Recurring: Internal / Michael Harrison: Pr50pproject management meeting 3-3:50pm	0.75	\$350.00	\$262.50
Service	08/11/2025 - Meeting Prep / Lisa Fink: Updated ELEFA weekly report	0.25	\$280.00	\$70.00
Service	08/11/2025 - Meeting, Recurring: External / Lisa Fink: Participate in Policy Team biweekly meeting	0.75	\$280.00	\$210.00
Service	08/11/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed weekly reformstat slides	0.25	\$280.00	\$70.00
Service	08/11/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred on Supervisor Leadership training with MDHR and CA Office.	1.00	\$280.00	\$280.00
Service	08/11/2025 - Community Engagement Activities / Carolina Maberry: Uploading, subtitling, and adding chapters for public meeting video	1.50	\$30.00	\$45.00
Service	08/11/2025 - Community Engagement Activities / Carolina Maberry: Web updates to reflect new public meeting video content and removing old links	1.50	\$30.00	\$45.00
Service	08/12/2025 - Meeting, Recurring: External / John Salomone: Reformstat	0.75	\$100.00	\$75.00
Service	08/12/2025 - Meeting, Recurring: External / Michael Harrison: Reform stat	0.50	\$350.00	\$175.00
Service	08/12/2025 - Meeting Prep / John Salomone: Update team meeting slides; conduct new budget projections and include on slide	1.00	\$100.00	\$100.00
Service	08/12/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Meeting with Westbrook and Fink on outstanding SOP comments	0.50	\$280.00	\$140.00
Service	08/12/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Meeting with Westbrook and Sam Pallini on review plans for next week	0.75	\$280.00	\$210.00
Service	08/12/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly ELEFA team meeting	1.00	\$350.00	\$350.00
Service	08/12/2025 - Meeting, Recurring: Internal / John Salomone: Weekly Team Meeting	1.00	\$100.00	\$100.00
Service	08/12/2025 - Meeting, Recurring: Internal / Julie Solomon: Internal weekly meeting	1.00	\$280.00	\$280.00
Service	08/12/2025 - Planning / Julie Solomon: internal/external email	0.50	\$280.00	\$140.00
Service	08/12/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA weekly (most of it)	0.75	\$280.00	\$210.00
Service	08/12/2025 - Meeting, Recurring: Internal / David Douglass: Weekly team meeting.	1.00	\$350.00	\$350.00
Service	08/12/2025 - Document review: Reports & Other Documents / Lisa Fink: Review IU's Q2 quarterly newsletter	0.25	\$280.00	\$70.00
Service	08/12/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed OPCR's CCPO Support Plan	0.75	\$280.00	\$210.00

Service	08/12/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook and M Viverette regarding IA/OPCR SOP	0.75	\$280.00	\$210.00
Service	08/12/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	1.00	\$280.00	\$280.00
Service	08/12/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	1.00	\$280.00	\$280.00
Service	08/12/2025 - Document review: Reports & Other Documents / Bill Murphy: Responded to emails and reviewed notes.	0.25	\$280.00	\$70.00
Service	08/12/2025 - Document review: Training / Bill Murphy: Prepared for Use of Force compliance meeting, read notes updated tracker.	1.25	\$280.00	\$350.00
Service	08/12/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	0.50	\$280.00	\$140.00
Service	08/12/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting on SOP and feedback to CAO	0.50	\$280.00	\$140.00
Service	08/12/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly Mpls team meeting	1.00	\$280.00	\$280.00
Service	08/12/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with CAO audit prep	0.75	\$280.00	\$210.00
Service	08/12/2025 - Meeting, Recurring: Internal / Carolina Maberry	1.50	\$30.00	\$45.00
Service	08/13/2025 - Meeting, Recurring: External / Michael Harrison: ELEFA/MDHR weekly meeting	1.00	\$350.00	\$350.00
Service	08/13/2025 - Meeting, Recurring: Internal / Michael Harrison: Team leadership meeting	0.50	\$350.00	\$175.00
Service	08/13/2025 - Meeting, Recurring: Internal / John Salomone: Team leadership meeting	0.50	\$100.00	\$50.00
Service	08/13/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: Leadership meeting	0.50	\$280.00	\$140.00
Service	08/13/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Prepare and send V1.1 of the Coaching Review Methodology	0.25	\$100.00	\$25.00
Service	08/13/2025 - Admin: Systems Setup and Maintenance / John Salomone: create and communicate with team about the correspondence@elefamn.org alias for tracking official communications	0.25	\$100.00	\$25.00
Service	08/13/2025 - Meeting, Ad Hoc: External / Julie Solomon: Workshopping on HWU/EIS training with parties	1.50	\$280.00	\$420.00
Service	08/13/2025 - Meeting, Recurring: External / Mary Ann Viverette: OPCR updates and planning for next week's onsite review	1.00	\$280.00	\$280.00
Service	08/13/2025 - Meeting, Recurring: External / Mary Ann Viverette: Meeting with Westbrook, Harrison, Dele on IA	1.75	\$280.00	\$490.00
Service	08/13/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly IA/FIT check-in 2-3:45pm	1.75	\$350.00	\$612.50

Service	08/13/2025 - Meeting, Recurring: External / David Douglass: MDHR weekly meeting and follow up with Ms. Westbrook.	1.50	\$350.00	\$525.00
Service	08/13/2025 - Meeting, Ad Hoc: Internal / David Douglass: Deputies meeting.	0.50	\$350.00	\$175.00
Service	08/13/2025 - Prepare Memoranda, Correspondence, or other Written Communications / David Douglass: Review and revise memo regarding survey consultant.	0.75	\$350.00	\$262.50
Service	08/13/2025 - Prepare Memoranda, Correspondence, or other Written Communications / David Douglass: Confirm with chief Murphy regarding approval of use of force training materials.	0.25	\$350.00	\$87.50
Service	08/13/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with City regarding potential policy process improvements	1.25	\$280.00	\$350.00
Service	08/13/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook regarding policy review process	0.50	\$280.00	\$140.00
Service	08/13/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MDHR on Use of Force and training paragraphs. Discussed compliance on the paragraphs.	1.00	\$280.00	\$280.00
Service	08/13/2025 - Document review: Training / Bill Murphy: Reviewed and updated notes regarding UOF and training documents.	0.50	\$280.00	\$140.00
Service	08/13/2025 - Document review: Reports & Other Documents / Bill Murphy: Conferred with EIS and Helth and Wellness on training documents. Provided comments to the training.	1.50	\$280.00	\$420.00
Service	08/13/2025 - Document review: Training / Bill Murphy: Conferred with Mary from the Curriculum Unit. discussed Supervisor Force Review training documents.	0.50	\$280.00	\$140.00
Service	08/13/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Bill Murphy: Prepared letter to MPD on UOF training document compliance. Reviewed notes prior to writing letter.	1.00	\$280.00	\$280.00
Service	08/13/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa meeting	1.00	\$280.00	\$280.00
Service	08/13/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR	1.00	\$280.00	\$280.00
Service	08/13/2025 - Meeting, Recurring: External / Arlinda Westbrook: Meeting with Elefa and IA Chief	1.75	\$280.00	\$490.00
Service	08/14/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Meeting with CAO attorneys, IA and OPCR representatives about audit next week	0.50	\$280.00	\$140.00
Service	08/14/2025 - Meeting Prep / John Salomone: Update team meeting slides with reformstat link	0.25	\$100.00	\$25.00
Service	08/14/2025 - Audit / Eric Melancon: Review of Coaching Case files in Axon Standards System	2.75	\$280.00	\$770.00
Service	08/14/2025 - Document review: Reports & Other Documents / Julie Solomon: Internal/external email	0.25	\$280.00	\$70.00

Service	08/14/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: with Eric Melancon and A Westbrook - audit prep	0.50	\$280.00	\$140.00
Service	08/14/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Meeting with A Westbrook and Sam Pallini training on computer access to files for next week's review/audit	1.25	\$280.00	\$350.00
Service	08/14/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: ELEFA/CAO WALK-through Axon/PM	1.25	\$280.00	\$350.00
Service	08/14/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Drafting approval memo for IA & OPCR SOPs	0.75	\$280.00	\$210.00
Service	08/14/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Lisa on SSCA policy and training.	0.25	\$280.00	\$70.00
Service	08/14/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Dr. Williams on lesson plan formats.	0.25	\$280.00	\$70.00
Service	08/14/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with Danny Murphy QRP discussion on MPD implementation audit policies	1.25	\$280.00	\$350.00
Service	08/14/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa internal meeting on audit preparation	0.50	\$280.00	\$140.00
Service	08/14/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: IA/CAO/OPCR meeting on audit methodology	0.50	\$280.00	\$140.00
Service	08/15/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with M Viverette about SA 161b	0.25	\$280.00	\$70.00
Service	08/15/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Training on Practice Manager with A Westbrook and Amelia Huffman	0.75	\$280.00	\$210.00
Service	08/15/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with B Murphy about SA 161b	0.25	\$280.00	\$70.00
Service	08/15/2025 - Fact Finding & Analysis / Lisa Fink: Drafted and sent follow-up to D Boody regarding 161b language in UOF review policy	0.25	\$280.00	\$70.00
Service	08/15/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/CAO walk-through training Practice Manager IA/OPCR data management system	0.75	\$280.00	\$210.00
Service	08/15/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR audit methodology	1.25	\$280.00	\$350.00
Product	07/28/2025 - Per Diem: Partial Day (day of travel) / Michael Harrison	1.00	\$59.25	\$59.25
Product	07/28/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison	1.00	\$33.90	\$33.90
Product	07/28/2025 - Airfare / Michael Harrison	1.00	\$486.97	\$486.97
Product	07/28/2025 - Airfare / David Douglass	1.00	\$763.96	\$763.96
Product	07/29/2025 - Per Diem: Full Day / Michael Harrison	1.00	\$79.00	\$79.00

Product	07/29/2025 - To and From Home Airport / John Salomone	1.00	\$52.94	\$52.94
Product	07/29/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / John Salomone: MSP to hotel	1.00	\$44.35	\$44.35
Product	07/29/2025 - Airfare / John Salomone: Roundtrip MSY to MSP, \$328.36	1.00	\$328.36	\$328.36
Product	07/29/2025 - Per Diem: Partial Day (day of travel) / John Salomone	1.00	\$59.25	\$59.25
Product	07/30/2025 - Per Diem: Full Day / Michael Harrison	1.00	\$79.00	\$79.00
Product	07/30/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / John Salomone: hotel to public meeting	1.00	\$20.90	\$20.90
Product	07/30/2025 - Per Diem: Full Day / John Salomone	1.00	\$79.00	\$79.00
Product	07/31/2025 - Per Diem: Partial Day (day of travel) / Michael Harrison	1.00	\$59.25	\$59.25
Product	07/31/2025 - Lodging / Michael Harrison	1.00	\$579.72	\$579.72
Product	07/31/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Michael Harrison: Uber from hotel to airport	1.00	\$35.58	\$35.58
Product	07/31/2025 - Lodging / John Salomone: 29-31 July 2025	1.00	\$365.78	\$365.78
Product	07/31/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / John Salomone: hotel to MSP	1.00	\$58.91	\$58.91
Product	07/31/2025 - To and From Home Airport / John Salomone: MSY to home	1.00	\$36.70	\$36.70
Product	07/31/2025 - Per Diem: Partial Day (day of travel) / John Salomone	1.00	\$59.25	\$59.25

Subtotal **\$91,547.07**

Payments **-\$91,547.07**

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.