

INVOICE

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

Invoice ID **18**
PO Number **MPLMN-0000926499**
Issue Date **10/06/2025**
Due Date **11/05/2025 (Net 30)**
Subject **Effective Law Enforcement for All (Supplier 0000033526), Invoice for August 18 - September 17 2025**

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

Item Type	Description	Quantity	Unit Price	Amount
Service	08/18/2025 - Document review: Data Sets / Julie Solomon: Review Use of Force data + internal/external email	0.75	\$280.00	\$210.00
Service	08/18/2025 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Development of PowerBI visualization tool for Compliance Tracking	2.50	\$280.00	\$700.00
Service	08/18/2025 - Meeting, Recurring: Internal / John Salomone: Weekly PM meeting, inc prep	0.25	\$100.00	\$25.00
Service	08/18/2025 - Meeting, Recurring: Internal / Michael Harrison: Project management meeting	0.25	\$350.00	\$87.50
Service	08/18/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Compliance correspondence consolidation	0.50	\$100.00	\$50.00
Service	08/18/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Policy meeting with Davis and Lisa	1.00	\$350.00	\$350.00
Service	08/18/2025 - Meeting, Recurring: Internal / David Douglass: Project Management meeting	0.75	\$350.00	\$262.50
Service	08/18/2025 - Planning / David Douglass: Policy status meeting	1.25	\$350.00	\$437.50
Service	08/18/2025 - Workshopping Session: Policy Development / Lisa Fink: Participate in FTO SOP working session with ELEFA & MPD	2.25	\$280.00	\$630.00
Service	08/18/2025 - Meeting Prep / Lisa Fink: Reviewed policy statuses and outstanding issues to prepare for first weekly meeting with ELEFA leads	1.75	\$280.00	\$490.00
Service	08/18/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly policy meeting with D Douglass and M Harrison	1.25	\$280.00	\$350.00
Service	08/18/2025 - Meeting Prep / Lisa Fink: Updated weekly slides for ELEFA team meeting	0.50	\$280.00	\$140.00
Service	08/18/2025 - Planning / Lisa Fink: Conducted follow-ups from policy call with ELEFA leads	0.25	\$280.00	\$70.00

Service	08/18/2025 - Audit / Mary Ann Viverette: Met with Sam Pallini, set up computer to review Coaching cases this week	3.50	\$280.00	\$980.00
Service	08/18/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Review and drafting amendments UCMT contract	2.50	\$280.00	\$700.00
Service	08/18/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with CAO office audit preparation	0.75	\$280.00	\$210.00
Service	08/18/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/MDHR QRP discussion on misconduct violations discovered in audits conducted by MPD implementation	0.50	\$280.00	\$140.00
Service	08/18/2025 - Planning / Arlinda Westbrook: IA/OPCR baseline audit preparation	1.50	\$280.00	\$420.00
Service	08/18/2025 - Document review: Policies / Bill Murphy: Conferred with MPD on FTO-SOP and policy workshopping. Preparation for meeting prior.	2.50	\$280.00	\$700.00
Service	08/18/2025 - Community Engagement Activities / Carolina Maberry: UCMT MOA redraft to reflect changes (call w/ Arlinda Westbrook)	1.50	\$30.00	\$45.00
Service	08/19/2025 - Meeting, Recurring: External / Michael Harrison: Reform Stat	1.00	\$350.00	\$350.00
Service	08/19/2025 - Meeting, Recurring: External / John Salomone: Reformstat	0.75	\$100.00	\$75.00
Service	08/19/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Edit, pdf, transmit UOF day 1-3 training documents (only) compliance letter	0.75	\$100.00	\$75.00
Service	08/19/2025 - Document review: Reports & Other Documents / John Salomone: Review emails re: IA SOP and draft compliance letter;	0.50	\$100.00	\$50.00
Service	08/19/2025 - Evaluate Training or Operations / Julie Solomon: A slow death: understanding the psychological and physical toll chronic stress takes on first responders.	1.00	\$280.00	\$280.00
Service	08/19/2025 - Meeting, Recurring: External / Julie Solomon: MPD/ELEFA Wellness Progress Updates + notes + email	1.00	\$280.00	\$280.00
Service	08/19/2025 - Meeting, Recurring: External / Julie Solomon: Executive Steering Committee-Facilities Plan	1.00	\$280.00	\$280.00
Service	08/19/2025 - Meeting, Recurring: Internal / Julie Solomon: Team Meeting + after-meeting with DD, LF and EM re: EIS policy	2.00	\$280.00	\$560.00
Service	08/19/2025 - Planning / David Douglass: Confer with Mr. Melancon re project management tracker	0.75	\$350.00	\$262.50
Service	08/19/2025 - Meeting Prep / John Salomone: Team meeting slide deck prep	1.25	\$100.00	\$125.00
Service	08/19/2025 - Admin: Systems Setup and Maintenance / Eric Melancon: Development of Tracker in Smartsheet on Policies and Training Tasks	4.00	\$280.00	\$1,120.00
Service	08/19/2025 - Meeting, Recurring: External / Michael Harrison: Weekly team meeting	1.75	\$350.00	\$612.50

Service	08/19/2025 - Admin: Document Coding, Storage, and Tracking / Lisa Fink: Call with E Melancon to update policy tracking smartsheet	1.00	\$280.00	\$280.00
Service	08/19/2025 - Document review: Policies / Lisa Fink: Reviewed MDHR's comments on SSCA policies	0.50	\$280.00	\$140.00
Service	08/19/2025 - Document review: Policies / Lisa Fink: Skim Health and Wellness policy submission and shared with ELEFA reviewers.	0.25	\$280.00	\$70.00
Service	08/19/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting	1.50	\$100.00	\$150.00
Service	08/19/2025 - Meeting, Recurring: Internal / Lisa Fink: Participated in weekly ELEFA meeting and follow-up call regarding EIS policy and system	1.75	\$280.00	\$490.00
Service	08/19/2025 - Audit / Mary Ann Viverette: Review of OPCR coaching cases with A. Westbrook assisted by staff	9.50	\$280.00	\$2,660.00
Service	08/19/2025 - Audit / Arlinda Westbrook: OPCR baseline coaching audit	8.50	\$280.00	\$2,380.00
Service	08/19/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting with Plymouth Congregational and League of Women Voters	2.00	\$280.00	\$560.00
Service	08/19/2025 - Community Engagement Activities / Arlinda Westbrook: CCPO Meeting	2.50	\$280.00	\$700.00
Service	08/19/2025 - Admin: Other / Bill Murphy: Conferred with John on letter to MPD. Answered numerous emails and updated notes on paragraphs.	1.00	\$280.00	\$280.00
Service	08/19/2025 - Document review: Reports & Other Documents / Bill Murphy: Conferred with Eric on training and UOF tracker.	0.25	\$280.00	\$70.00
Service	08/19/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status. Updated meeting slide deck prior.	2.00	\$280.00	\$560.00
Service	08/19/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with David on letter to MPD on UOF training documents. Revised letter.	0.75	\$280.00	\$210.00
Service	08/19/2025 - Meeting, Recurring: Internal / Carolina Maberry	1.00	\$30.00	\$30.00
Service	08/20/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting	1.00	\$350.00	\$350.00
Service	08/20/2025 - Meeting, Recurring: Internal / Michael Harrison: Team leadership meeting	0.75	\$350.00	\$262.50
Service	08/20/2025 - Meeting, Recurring: External / Julie Solomon: Facilities Meeting with MPD, City, MDHR	1.00	\$280.00	\$280.00
Service	08/20/2025 - Meeting, Recurring: Internal / John Salomone: Team leadership meeting	0.50	\$100.00	\$50.00
Service	08/20/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Saving all Reformstat slides in MPLS_Home	0.25	\$100.00	\$25.00

Service	08/20/2025 - Document review: Policies / Julie Solomon: Begin formal review of materials related to Health and Wellness policy and officer feedback + phone call with LF re: policy + Internal/external email	1.00	\$280.00	\$280.00
Service	08/20/2025 - Audit / Mary Ann Viverette: Review of Coaching of OPCR and IA cases in City Hall assisted by Sam Pallini	9.00	\$280.00	\$2,520.00
Service	08/20/2025 - Evaluate Training or Operations / Mary Ann Viverette: Ride along in Third Precinct	2.50	\$280.00	\$700.00
Service	08/20/2025 - Admin: Systems Setup and Maintenance / Eric Melancon: Development of Tracker in Smartsheet on Policies and Training Tasks	2.00	\$280.00	\$560.00
Service	08/20/2025 - Audit / Arlinda Westbrook: IA/OPCR baseline coaching audit	8.50	\$280.00	\$2,380.00
Service	08/20/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting with CUAPB	2.50	\$280.00	\$700.00
Service	08/20/2025 - Planning / Lisa Fink: Planning for FTO SOP and policy work	0.25	\$280.00	\$70.00
Service	08/20/2025 - Planning / Lisa Fink: Planning about prioritizing policies for completion by Year 2	0.50	\$280.00	\$140.00
Service	08/20/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with J Solomon regarding policy work and Year 2 priority policies	0.25	\$280.00	\$70.00
Service	08/20/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook about memo for paragraph 339	0.25	\$280.00	\$70.00
Service	08/20/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Drafted approval memo and response email to paragraph 339 compliance submission	0.75	\$280.00	\$210.00
Service	08/20/2025 - Document review: Policies / Bill Murphy: Conferred with Lisa on UOF policies, reviewed and commented on all UOF updates to policies.	1.00	\$280.00	\$280.00
Service	08/20/2025 - Evaluate Training or Operations / Bill Murphy: Conferred with Meredith and Julie on Wellness and EIS training.	0.50	\$280.00	\$140.00
Service	08/20/2025 - Evaluate Training or Operations / Bill Murphy: Conferred with MPD and MDHR on Supervisor Leadership training.	1.50	\$280.00	\$420.00
Service	08/20/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Arlinda on UOF training and calendar.	0.25	\$280.00	\$70.00
Service	08/21/2025 - Meeting, Ad Hoc: External / Michael Harrison: QRP meeting	3.00	\$350.00	\$1,050.00
Service	08/21/2025 - Admin: Systems Setup and Maintenance / John Salomone: Review smartsheet before rollout at parties' meeting	1.00	\$100.00	\$100.00
Service	08/21/2025 - Meeting, Recurring: External / John Salomone: Parties' Meeting	0.50	\$100.00	\$50.00
Service	08/21/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Review of Policy tracker with David and Lisa	0.75	\$280.00	\$210.00

Service	08/21/2025 - Meeting, Recurring: External / Eric Melancon: Attended Parties Meeting	0.50	\$280.00	\$140.00
Service	08/21/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Review of PM Tracker 1:15-1:45pm	0.50	\$350.00	\$175.00
Service	08/21/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Weekly Parties meeting 2-2:30pm	0.50	\$350.00	\$175.00
Service	08/21/2025 - Audit / Mary Ann Viverette	8.00	\$280.00	\$2,240.00
Service	08/21/2025 - Audit / Arlinda Westbrook: IA baseline coaching audit	5.00	\$280.00	\$1,400.00
Service	08/21/2025 - Meeting, Recurring: External / Arlinda Westbrook: QRP meeting	3.00	\$280.00	\$840.00
Service	08/21/2025 - Document review: Policies / Lisa Fink: Review of Health & Wellness policies submission	1.75	\$280.00	\$490.00
Service	08/21/2025 - Document review: Policies / Lisa Fink: Reviewed UOF policy edits	0.75	\$280.00	\$210.00
Service	08/21/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participated in ELEFA internal meeting to review policy tracker	0.75	\$280.00	\$210.00
Service	08/21/2025 - Meeting, Recurring: External / Lisa Fink: Participated in Parties weekly meeting	0.50	\$280.00	\$140.00
Service	08/21/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participated in call with MDHR regarding SSCA, UOF, H&W policies	0.50	\$280.00	\$140.00
Service	08/21/2025 - Meeting, Recurring: External / Arlinda Westbrook: Parties meeting	0.50	\$280.00	\$140.00
Service	08/21/2025 - Meeting, Recurring: External / Bill Murphy: Observed QRP on UOF case reviews for Level 1 and 2 cases.	3.00	\$280.00	\$840.00
Service	08/21/2025 - Evaluate Training or Operations / Bill Murphy: Conferred with Mary from Training Division on Supervisor Force Review training documents.	0.50	\$280.00	\$140.00
Service	08/21/2025 - Document review: Reports & Other Documents / Bill Murphy: Prepared a memo on observation of the QRP meeting.	2.00	\$280.00	\$560.00
Service	08/22/2025 - Fact Finding & Analysis / Julie Solomon: Internal/external email + correction to minutes from steering committee	0.50	\$280.00	\$140.00
Service	08/22/2025 - Document review: Policies / Julie Solomon: Health and Wellness Policy review (25 pages) + accompanying documents + comments	1.25	\$280.00	\$350.00
Service	08/22/2025 - Audit / Mary Ann Viverette: Review of documents and began excel report with statistics from audit	2.50	\$280.00	\$700.00
Service	08/22/2025 - Audit / Arlinda Westbrook: IA baseline coaching audit	3.00	\$280.00	\$840.00
Service	08/22/2025 - Community Engagement Activities / Carolina Maberry: UCMT MOA review	0.50	\$30.00	\$15.00
Service	08/24/2025 - Report Preparation / Mary Ann Viverette: Continued work on excel data report re: coaching baseline	3.00	\$280.00	\$840.00

Service	08/25/2025 - Meeting, Recurring: External / Julie Solomon: EIS Monthly Meeting	1.00	\$280.00	\$280.00
Service	08/25/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Health and Wellness Policy Review Internal meeting	0.75	\$280.00	\$210.00
Service	08/25/2025 - Meeting, Recurring: External / Eric Melancon: Monthly status meeting on EIS project	1.00	\$280.00	\$280.00
Service	08/25/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Proposal to hire del Carmen, para 339 response, OPCR Plan response	1.00	\$100.00	\$100.00
Service	08/25/2025 - Meeting, Recurring: External / Eric Melancon: Biweekly meeting with IT Director	0.50	\$280.00	\$140.00
Service	08/25/2025 - Meeting, Recurring: Internal / Michael Harrison: Project management meeting	0.25	\$350.00	\$87.50
Service	08/25/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly Policy call	0.75	\$350.00	\$262.50
Service	08/25/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Para 339 additions and emails	0.50	\$100.00	\$50.00
Service	08/25/2025 - Meeting, Recurring: Internal / John Salomone: PM Meeting, inc meeting with David and ROn re: delegate access and steps to take to get there	0.75	\$100.00	\$75.00
Service	08/25/2025 - Report Preparation / Mary Ann Viverette: Continued data entry and preparing notes for Coaching audit report	2.00	\$280.00	\$560.00
Service	08/25/2025 - Document review: Policies / Lisa Fink: Conducted review of remaining ELEFA comments on Health & Wellness policies	0.25	\$280.00	\$70.00
Service	08/25/2025 - Fact Finding & Analysis / Lisa Fink: Research of UOF and unintentional discharge practices to inform MPD's UOF policies.	0.25	\$280.00	\$70.00
Service	08/25/2025 - Fact Finding & Analysis / Lisa Fink: Review and evaluation of City's submission of IA and OPCR manuals	4.00	\$280.00	\$1,120.00
Service	08/25/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with M Harrison regarding team logistics	0.25	\$280.00	\$70.00
Service	08/25/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participate in call with J Solomon regarding H&W policies final comments and SA compliance mapping	0.50	\$280.00	\$140.00
Service	08/25/2025 - Meeting, Recurring: External / Lisa Fink: Participate in biweekly policy call with MPD	0.75	\$280.00	\$210.00
Service	08/25/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participate in call with B Murphy regarding UOF reporting policy edits	0.25	\$280.00	\$70.00
Service	08/25/2025 - Meeting Prep / Lisa Fink: Prepare for weekly ELEFA policy meeting with team leads	0.25	\$280.00	\$70.00
Service	08/25/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly policy call with ELEFA leads and follow-ups	0.75	\$280.00	\$210.00

Service	08/25/2025 - Document review: Policies / David Douglass: Call with Ms. Fink re Policy status and tasks	1.00	\$350.00	\$350.00
Service	08/25/2025 - Meeting, Recurring: Internal / David Douglass: PM meeting	1.00	\$350.00	\$350.00
Service	08/25/2025 - Document review: Policies / Bill Murphy: Conferred with Lisa on unintentional discharges.	0.25	\$280.00	\$70.00
Service	08/25/2025 - Document review: Training / Bill Murphy: Researched lesson plan formats and forwarded to Mary at Training Division.	0.50	\$280.00	\$140.00
Service	08/25/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: UCMT Contract discussion	1.00	\$280.00	\$280.00
Service	08/25/2025 - Community Engagement Activities / Carolina Maberry: Support to UCMT contract writing	1.50	\$30.00	\$45.00
Service	08/26/2025 - Evaluate Training or Operations / Julie Solomon: MECC training materials review and prep for meeting	1.50	\$280.00	\$420.00
Service	08/26/2025 - Meeting, Recurring: External / Michael Harrison: Reform Stat	1.00	\$350.00	\$350.00
Service	08/26/2025 - Meeting, Ad Hoc: External / John Salomone: Reformstat, including revising notes	3.00	\$100.00	\$300.00
Service	08/26/2025 - Fact Finding & Analysis / Eric Melancon: Review of Practice Manager system with City Attorney's Office	1.00	\$280.00	\$280.00
Service	08/26/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Meeting with the parties re: MECC CIT training	1.50	\$280.00	\$420.00
Service	08/26/2025 - Meeting Prep / John Salomone: Team meeting	1.00	\$100.00	\$100.00
Service	08/26/2025 - Document review: Reports & Other Documents / Eric Melancon: Review of reformat slide deck	0.50	\$280.00	\$140.00
Service	08/26/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly meeting	2.25	\$280.00	\$630.00
Service	08/26/2025 - Meeting, Recurring: Internal / John Salomone: Team meeting	2.25	\$100.00	\$225.00
Service	08/26/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.00	\$280.00	\$280.00
Service	08/26/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team Meeting	2.00	\$280.00	\$560.00
Service	08/26/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly ELEFA team meeting 4:30-5:45pm	1.25	\$350.00	\$437.50
Service	08/26/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Weekly Team meeting	2.25	\$280.00	\$630.00
Service	08/26/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone	0.75	\$100.00	\$75.00
Service	08/26/2025 - Meeting, Recurring: Internal / David Douglass: Team Meeting	1.00	\$350.00	\$350.00

Service	08/26/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed MPD Reformstat weekly update	0.25	\$280.00	\$70.00
Service	08/26/2025 - Meeting Prep / Lisa Fink: Updated ELEFA weekly meeting slides	0.25	\$280.00	\$70.00
Service	08/26/2025 - Document review: Policies / Lisa Fink: Continued review of IA/OPCR SOP submission	3.00	\$280.00	\$840.00
Service	08/26/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with B Murphy regarding the FTO program SOP	0.25	\$280.00	\$70.00
Service	08/26/2025 - Document review: Policies / Lisa Fink: Review and respond to MPD regarding FTO program SEGs	0.25	\$280.00	\$70.00
Service	08/26/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	2.25	\$280.00	\$630.00
Service	08/26/2025 - Document review: Reports & Other Documents / Bill Murphy: Evaluated IU slide deck and updated the ELEFA slide deck for meeting.	0.50	\$280.00	\$140.00
Service	08/26/2025 - Document review: Training / Bill Murphy: Conferred with Julie on CIT 40-hour course.	0.25	\$280.00	\$70.00
Service	08/26/2025 - Document review: Training / Bill Murphy: Conferred with MDHR and CA Office on MECC training documents workshopping.	1.50	\$280.00	\$420.00
Service	08/26/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	2.25	\$280.00	\$630.00
Service	08/26/2025 - Meeting, Recurring: Internal / Carolina Maberry: Team Meeting	1.00	\$30.00	\$30.00
Service	08/26/2025 - Community Engagement Activities / Carolina Maberry: Discussion re: potential dates for public meeting	0.50	\$30.00	\$15.00
Service	08/27/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting	1.00	\$350.00	\$350.00
Service	08/27/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly team leadership meeting + conversation Cmdr. Wilks	1.25	\$350.00	\$437.50
Service	08/27/2025 - Meeting, Recurring: Internal / John Salomone: Team leadership meeting	1.00	\$100.00	\$100.00
Service	08/27/2025 - Admin: Systems Setup and Maintenance / John Salomone: Test Tracker Smartsheet with MPD	0.25	\$100.00	\$25.00
Service	08/27/2025 - Admin: Systems Setup and Maintenance / John Salomone: Create (guide Ron) Critical Incident and Riced Along Logs	0.25	\$100.00	\$25.00
Service	08/27/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with MDHR to discuss H/W policy	0.50	\$280.00	\$140.00
Service	08/27/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa weekly meeting	1.00	\$280.00	\$280.00
Service	08/27/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Leadership meeting	1.00	\$280.00	\$280.00

Service	08/27/2025 - Community Engagement Activities / David Douglass: revise local partner proposal in response to MDHR feedback	3.00	\$350.00	\$1,050.00
Service	08/27/2025 - Meeting, Recurring: External / David Douglass: MDHR check in meeting	1.00	\$350.00	\$350.00
Service	08/27/2025 - Meeting, Recurring: Internal / David Douglass: Team Lead meeting	0.75	\$350.00	\$262.50
Service	08/27/2025 - Admin: Scheduling and Coordination / David Douglass: develop timeline for issuing September report	0.50	\$350.00	\$175.00
Service	08/27/2025 - Meeting Prep / Lisa Fink: Prepare for MDHR meeting on H&W policies	0.25	\$280.00	\$70.00
Service	08/27/2025 - Meeting, Ad Hoc: External / Lisa Fink: H&W meeting with MDHR and J Solomon, follow-up with MDHR re UOF and IA/OPCR SOP	0.50	\$280.00	\$140.00
Service	08/27/2025 - Document review: Policies / Lisa Fink: Reviewed and made additional ELEFA comments on H&W policies	0.25	\$280.00	\$70.00
Service	08/27/2025 - Document review: Policies / Lisa Fink: Continued IA/OPCR SOP review and edits	2.25	\$280.00	\$630.00
Service	08/27/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting with League of Women Voters	0.50	\$280.00	\$140.00
Service	08/27/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting UCMT	0.25	\$280.00	\$70.00
Service	08/28/2025 - Admin: Systems Setup and Maintenance / John Salomone: Technical assistance for Lisa	0.25	\$100.00	\$25.00
Service	08/28/2025 - Document review: Data Sets / Julie Solomon: Facilities Tracker review and updates + phone call with EM re: facilities meetings	2.00	\$280.00	\$560.00
Service	08/28/2025 - Meeting Prep / John Salomone: Parties' Meeting	0.25	\$100.00	\$25.00
Service	08/28/2025 - Meeting, Recurring: External / John Salomone: Parties' Meeting	1.00	\$100.00	\$100.00
Service	08/28/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with MDHR re: 40 hour CIT training concerns + follow up phone call with BM + external email	1.50	\$280.00	\$420.00
Service	08/28/2025 - Meeting, Recurring: External / Michael Harrison: Weekly Parties meeting	1.00	\$350.00	\$350.00
Service	08/28/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: UOF Days 1-3 Training Materials Approval Letter (revised)	0.25	\$100.00	\$25.00
Service	08/28/2025 - Meeting, Recurring: External / Arlinda Westbrook: Parties meeting	1.00	\$280.00	\$280.00
Service	08/28/2025 - Meeting, Recurring: External / Arlinda Westbrook: OPCR Weekly check-in	1.50	\$280.00	\$420.00
Service	08/28/2025 - Meeting, Recurring: External / David Douglass: Weekly Parties' Meeting	0.75	\$350.00	\$262.50

Service	08/28/2025 - Document review: Policies / David Douglass: address policy and training questions raise by City	0.50	\$350.00	\$175.00
Service	08/28/2025 - Community Engagement Activities / David Douglass: Confer with Ms. Westbrook re local partner contract	0.50	\$350.00	\$175.00
Service	08/28/2025 - Community Engagement Activities / David Douglass: coordinate meeting with State Minneapolis delegation	0.25	\$350.00	\$87.50
Service	08/28/2025 - Community Engagement Activities / David Douglass: Call with Cmdr. Wilks re Pointings issue	0.50	\$350.00	\$175.00
Service	08/28/2025 - Document review: Policies / Lisa Fink: Finished IA/OPCR SOPs review	0.75	\$280.00	\$210.00
Service	08/28/2025 - Document review: Policies / Lisa Fink: Finalized review of H&W policies and returned to MPD	0.50	\$280.00	\$140.00
Service	08/28/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR regarding use of force policies.	0.25	\$280.00	\$70.00
Service	08/28/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with D Douglass regarding use of force policies	0.25	\$280.00	\$70.00
Service	08/28/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with J Salomone to finalize IA/OPCR SOPs and discuss policy tracker	0.50	\$280.00	\$140.00
Service	08/28/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Preparing correspondence to MPD and the City to return documents	0.25	\$280.00	\$70.00
Service	08/28/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with R Brown regarding H&W, peer support and warrants policies	0.50	\$280.00	\$140.00
Service	08/28/2025 - Meeting, Recurring: External / Lisa Fink: Participate in weekly parties call	1.00	\$280.00	\$280.00
Service	08/28/2025 - Document review: Policies / Lisa Fink: Finalized IA & OPCR manual edits and returned to MPD and the City	0.25	\$280.00	\$70.00
Service	08/28/2025 - Document review: Policies / Lisa Fink: Review and edits to UOF policies	0.75	\$280.00	\$210.00
Service	08/28/2025 - Document review: Policies / Bill Murphy: Conferred with Lisa on UOF policy updates.	0.25	\$280.00	\$70.00
Service	08/28/2025 - Progress Evaluation & Reporting / Bill Murphy: Worked on bi-annual report updating training and UOF sections.	2.25	\$280.00	\$630.00
Service	08/28/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with MDHR on CIT 40-hour course. Discussed curriculum and game plan before workshopping. Conferred with CMD Brown afterwards.	1.50	\$280.00	\$420.00
Service	08/28/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting with Elefa leadership UCMT and Community Liason council planning	0.75	\$280.00	\$210.00
Service	08/29/2025 - Planning / Julie Solomon: Internal/external email	0.25	\$280.00	\$70.00
Service	08/29/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone	0.50	\$100.00	\$50.00

Service	08/29/2025 - Admin: Scheduling and Coordination / David Douglass: Develop timeline for September Report and Public Meeting	0.50	\$350.00	\$175.00
Service	08/29/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Julie on CIT training.	0.25	\$280.00	\$70.00
Service	08/29/2025 - Evaluate Training or Operations / Bill Murphy: Conferred with Lt. Schoonover on FIT status update.	1.00	\$280.00	\$280.00
Service	09/01/2025 - Admin: Document Coding, Storage, and Tracking / Lisa Fink: Organizing and readying for review several policies delivered by MPD on 8-29-25	0.50	\$280.00	\$140.00
Service	09/02/2025 - Document review: Policies / Mary Ann Viverette: Reviewed 3-310, 10-215, 5-110 and search warrant policies in preparation for Supervisory Focus group today	0.75	\$280.00	\$210.00
Service	09/02/2025 - Meeting, Recurring: External / John Salomone: Reformstat	0.75	\$100.00	\$75.00
Service	09/02/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	0.75	\$280.00	\$210.00
Service	09/02/2025 - Meeting Prep / John Salomone: Team meeting slide prep	0.25	\$100.00	\$25.00
Service	09/02/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Response time to CFS discussion	0.50	\$280.00	\$140.00
Service	09/02/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Discussion on Facility tracker and upcoming meeting with MDHR	0.50	\$280.00	\$140.00
Service	09/02/2025 - Document review: Policies / Mary Ann Viverette: Reviewed 3-501, 3-502, 3-503 and Search Warrants 9-301 (34 pages) per L. Fink request	1.75	\$280.00	\$490.00
Service	09/02/2025 - Admin: Scheduling and Coordination / John Salomone: Setting up MPLS meetings with council and coordinating with Arlinda	0.50	\$100.00	\$50.00
Service	09/02/2025 - Meeting, Recurring: External / Julie Solomon: Supervisor Focus Group	1.75	\$280.00	\$490.00
Service	09/02/2025 - Meeting, Recurring: External / Mary Ann Viverette: Participated in Supervisor Focus group on 3-310, 10-215, 5-110 and warrants	1.75	\$280.00	\$490.00
Service	09/02/2025 - Meeting, Recurring: Internal / Julie Solomon: ELEFA Team Meeting	2.00	\$280.00	\$560.00
Service	09/02/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly team meeting	1.75	\$350.00	\$612.50
Service	09/02/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	2.00	\$280.00	\$560.00
Service	09/02/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Meeting with Julie on facilities tracker issues and response time policies and performance goals	1.00	\$280.00	\$280.00
Service	09/02/2025 - Meeting, Recurring: External / Michael Harrison: Reform Stat 10-10:40am	0.75	\$350.00	\$262.50

Service	09/02/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team meeting	1.75	\$280.00	\$490.00
Service	09/02/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Minneapolis team meeting	1.00	\$280.00	\$280.00
Service	09/02/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting	1.75	\$100.00	\$175.00
Service	09/02/2025 - Meeting Prep / Lisa Fink: Updated slides for weekly ELEFA meeting	0.25	\$280.00	\$70.00
Service	09/02/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Calls with M Harrison and then B Murphy regarding UOF policies	0.25	\$280.00	\$70.00
Service	09/02/2025 - Document review: Policies / Lisa Fink: Finalizing comments on UOF policies, including quick calls to ELEFA members and MPD	0.75	\$280.00	\$210.00
Service	09/02/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Boody regarding BWC policy and Training/FTO policy and SOP statuses	0.25	\$280.00	\$70.00
Service	09/02/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	1.75	\$280.00	\$490.00
Service	09/02/2025 - Document review: Training / Bill Murphy: Evaluated MDHR comments on CIT 40-hour Course.	0.50	\$280.00	\$140.00
Service	09/02/2025 - Meeting, Recurring: Internal / Bill Murphy: Updated ELEFA slide deck for weekly meeting.	0.25	\$280.00	\$70.00
Service	09/02/2025 - Report Preparation / Bill Murphy: Updated my training and UOF sections in the semi-annual report. Outreach to LAPD on FRB observation for MPD.	2.75	\$280.00	\$770.00
Service	09/02/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	2.00	\$280.00	\$560.00
Service	09/02/2025 - Community Engagement Activities / David Douglass: Revise local partner memo	2.50	\$350.00	\$875.00
Service	09/02/2025 - Meeting, Recurring: Internal / David Douglass: Weekly Team meeting	1.00	\$350.00	\$350.00
Service	09/02/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting on 339 compliance	0.25	\$280.00	\$70.00
Service	09/02/2025 - Meeting, Recurring: Internal / Carolina Maberry: Weekly Meeting	1.00	\$30.00	\$30.00
Service	09/03/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting	1.00	\$350.00	\$350.00
Service	09/03/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa check in meeting	0.75	\$280.00	\$210.00
Service	09/03/2025 - Meeting, Recurring: Internal / John Salomone: Project Management Meeting	0.25	\$100.00	\$25.00
Service	09/03/2025 - Meeting, Recurring: Internal / Michael Harrison: Team leadership meeting	0.50	\$350.00	\$175.00

Service	09/03/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Team Leadership meeting	0.25	\$280.00	\$70.00
Service	09/03/2025 - Document review: Policies / Mary Ann Viverette: SSCA with MPD, CAO and MDHR Workshop #5	1.00	\$280.00	\$280.00
Service	09/03/2025 - Meeting, Recurring: External / Julie Solomon: Meeting with IU re: facilities tracker	1.00	\$280.00	\$280.00
Service	09/03/2025 - Meeting, Recurring: External / Eric Melancon: Monthly Meeting with MPD IU on facilities tracker	1.00	\$280.00	\$280.00
Service	09/03/2025 - Meeting, Ad Hoc: External / Eric Melancon: Meeting with Benchmark and IA/OPCR on case management module	0.75	\$280.00	\$210.00
Service	09/03/2025 - Meeting Prep / Lisa Fink: Prepare for 9-100s (Stops & Searches) workshop	0.50	\$280.00	\$140.00
Service	09/03/2025 - Workshopping Session: Policy Development / Lisa Fink: Participate in Stops & Searches workshop with parties (9-100s)	1.00	\$280.00	\$280.00
Service	09/03/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Boody regarding Training policy and FTO SOP	0.25	\$280.00	\$70.00
Service	09/03/2025 - Document review: Policies / Lisa Fink: Conducted in-depth review and evaluation of Search Warrants policy (9-300s), providing comments and edits.	4.00	\$280.00	\$1,120.00
Service	09/03/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with B Harding about approval memos and tracking compliance	0.50	\$280.00	\$140.00
Service	09/03/2025 - Admin: Scheduling and Coordination / Lisa Fink: Follow-up communications with ELEFA lead regarding approval memos and tracking compliance.	0.25	\$280.00	\$70.00
Service	09/03/2025 - Document review: Policies / Lisa Fink: Reviewing BWC and ICC policies	0.75	\$280.00	\$210.00
Service	09/03/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CMD Brown and Dr. Williams on ATP and FTO-SOP. Conferred with David on approval of FTO-SOP requirements.	1.00	\$280.00	\$280.00
Service	09/03/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Brendan on FRB SOP and policy.	0.25	\$280.00	\$70.00
Service	09/03/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Lisa on FTO-SOP.	0.25	\$280.00	\$70.00
Service	09/03/2025 - Document review: Reports & Other Documents / Bill Murphy: Read and forwarded many emails. Reviewed notes.	0.25	\$280.00	\$70.00
Service	09/03/2025 - Report Preparation / Bill Murphy: Worked on semi-annual report and updated my sections - training and UOF .	0.75	\$280.00	\$210.00
Service	09/03/2025 - Meeting, Recurring: External / David Douglass: Weekly MDHR meeting	0.50	\$350.00	\$175.00
Service	09/03/2025 - Community Engagement Activities / David Douglass: Confer with Ms. Westbrook regarding local partner memo.	0.75	\$350.00	\$262.50
Service	09/03/2025 - Admin: Scheduling and Coordination / David Douglass: Track team tasks.	1.00	\$350.00	\$350.00

Service	09/03/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Weekly Meeting	1.00	\$280.00	\$280.00
Service	09/03/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Mpls site visit prep meeting	0.50	\$280.00	\$140.00
Service	09/03/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting on IA/OPCR audit	0.25	\$280.00	\$70.00
Service	09/03/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR on critical incident policy	0.75	\$280.00	\$210.00
Service	09/03/2025 - Report Preparation / Carolina Maberry: Creating an audit report template for IA/OPCR coaching audit and future audits	3.50	\$30.00	\$105.00
Service	09/04/2025 - Document review: Policies / Julie Solomon: Hate Crimes Policy + Peer Support Policy + internal/external email	2.00	\$280.00	\$560.00
Service	09/04/2025 - Evaluate Training or Operations / Julie Solomon: Managing the Stress of Career Training	1.00	\$280.00	\$280.00
Service	09/04/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with MDHR re: Facilities tracker	1.00	\$280.00	\$280.00
Service	09/04/2025 - Meeting, Ad Hoc: External / Eric Melancon: Meeting with MDHR to review facilities tracker	1.00	\$280.00	\$280.00
Service	09/04/2025 - Admin: Scheduling and Coordination / John Salomone: Emails with team leads re: conduct of team meeting	0.25	\$100.00	\$25.00
Service	09/04/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Arlinda on IA 40-hour Investigations Course.	0.25	\$280.00	\$70.00
Service	09/04/2025 - Document review: Reports & Other Documents / Bill Murphy: Researched hate crime information for Mary Ann.	0.25	\$280.00	\$70.00
Service	09/04/2025 - Document review: Training / Bill Murphy: Evaluated 2026 Annual Training Plan provided comments.	2.25	\$280.00	\$630.00
Service	09/04/2025 - Meeting, Recurring: External / Arlinda Westbrook: Mayoral Cabinet Meeting	0.25	\$280.00	\$70.00
Service	09/05/2025 - Document review: Reports & Other Documents / Julie Solomon: Internal/external meeting and review community engagement response from the MPD	0.25	\$280.00	\$70.00
Service	09/05/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: BWC and H&W Ph3 submission - verifying smartsheet is updated and reviewing communications	0.25	\$100.00	\$25.00
Service	09/05/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Coordination meeting with David on compliance letters	0.75	\$280.00	\$210.00
Service	09/05/2025 - Meeting, Ad Hoc: Internal / Eric Melancon: Coordination with BWC policy	0.25	\$280.00	\$70.00
Service	09/05/2025 - Document review: Policies / Lisa Fink: Continued in-depth review and analysis of BWC and ICC policies	2.25	\$280.00	\$630.00
Service	09/05/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participated in meeting with ELEFA members regarding approval memos and compliance tracking.	0.75	\$280.00	\$210.00

Service	09/05/2025 - Meeting, Ad Hoc: External / Lisa Fink: Calls with S Wiersma and then E Melancon regarding BWC policies	0.25	\$280.00	\$70.00
Service	09/05/2025 - Document review: Policies / Lisa Fink: Conducted review of Peer Support policy	1.25	\$280.00	\$350.00
Service	09/05/2025 - Document review: Reports & Other Documents / Mary Ann Viverette: Continued preparation of Coaching audit report - Methodology and SA paragraphs	2.00	\$280.00	\$560.00
Service	09/05/2025 - Meeting, Recurring: External / Eric Melancon: Biweekly meeting with IT Director	0.50	\$280.00	\$140.00
Service	09/05/2025 - Document review: Training / Bill Murphy: Evaluated MDHR CIT-40hour Course comments.	1.00	\$280.00	\$280.00
Service	09/05/2025 - Document review: Training / Bill Murphy: Evaluated Supervisor Leadership training documents.	0.50	\$280.00	\$140.00
Service	09/05/2025 - Community Engagement Activities / David Douglass: Meeting with UCMT re local liaison role.	1.00	\$350.00	\$350.00
Service	09/05/2025 - Meeting, Recurring: External / David Douglass: Report at Mayor's cabinet meeting	0.25	\$350.00	\$87.50
Service	09/05/2025 - Document review: Policies / David Douglass: Discuss format of approval, letters and task tracking with Ms. Fink and Harding and Mr. Melancon.	1.00	\$350.00	\$350.00
Service	09/05/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa meeting on UCMT contract and drafting	1.00	\$280.00	\$280.00
Service	09/05/2025 - Report Preparation / Carolina Maberry: Changes to Louisville Flyer, addition of Louisville Linktree	5.00	\$30.00	\$150.00
Service	09/06/2025 - Report Preparation / Bill Murphy: Worked on the semi-annual report updating training and UOF sections.	1.50	\$280.00	\$420.00
Service	09/07/2025 - Report Preparation / Bill Murphy: Worked on semi-annual report updating training and UOF paragraphs.	3.50	\$280.00	\$980.00
Service	09/08/2025 - Document review: Policies / Eric Melancon: Review of draft BWC policy for compliance phase	1.00	\$280.00	\$280.00
Service	09/08/2025 - Meeting, Ad Hoc: External / Julie Solomon: OTL discussion with the parties + external email	0.75	\$280.00	\$210.00
Service	09/08/2025 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Updated tracker for Training Tasks	0.50	\$280.00	\$140.00
Service	09/08/2025 - Report Preparation / Arlinda Westbrook: Coaching report preparation	1.75	\$280.00	\$490.00
Service	09/08/2025 - Report Preparation / Mary Ann Viverette: Worked with A. Westbrook on the Coaching Audit report	1.75	\$280.00	\$490.00
Service	09/08/2025 - Document review: Policies / Mary Ann Viverette: With L. Fink reviewing Warrants policy	1.00	\$280.00	\$280.00
Service	09/08/2025 - Meeting, Ad Hoc: External / Michael Harrison: IU Policy Team and ELEFA bi-weekly meeting	0.50	\$350.00	\$175.00

Service	09/08/2025 - Admin: Scheduling and Coordination / David Douglass: Coordinate tasks and meetings for on-site visit.	2.00	\$350.00	\$700.00
Service	09/08/2025 - Document review: Policies / David Douglass: Meeting with Ms. Fink regarding policy status and progress.	0.75	\$350.00	\$262.50
Service	09/08/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in meeting with MPD regarding Out to Lunch policy and workouts policy language	0.50	\$280.00	\$140.00
Service	09/08/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participated in call with M Viverette regarding comments on search warrants policy	1.00	\$280.00	\$280.00
Service	09/08/2025 - Meeting Prep / Lisa Fink: Prepare for weekly policy meeting with ELEFA leads	0.25	\$280.00	\$70.00
Service	09/08/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Draft approval memo for health & wellness policies	0.25	\$280.00	\$70.00
Service	09/08/2025 - Meeting, Recurring: External / Lisa Fink: Participate in biweekly meeting with MPD Policy Team	1.00	\$280.00	\$280.00
Service	09/08/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Sent written communications to M Harrison about needed follow-ups with MPD	0.25	\$280.00	\$70.00
Service	09/08/2025 - Meeting Prep / Lisa Fink: Updated weekly slides for ELEFA weekly team meeting	0.50	\$280.00	\$140.00
Service	09/08/2025 - Meeting, Recurring: Internal / Lisa Fink: Participated in weekly policy call with D Douglass	0.50	\$280.00	\$140.00
Service	09/08/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Conducted several follow-ups from weekly ELEFA policy meeting	0.50	\$280.00	\$140.00
Service	09/08/2025 - Document review: Policies / Lisa Fink: Finalized ELEFA review and comments on search warrants policy and returned to MPD.	0.50	\$280.00	\$140.00
Service	09/08/2025 - Document review: Training / Bill Murphy: Observed Supervisor Leadership Training class online via TEAMS.	8.00	\$280.00	\$2,240.00
Service	09/09/2025 - Fact Finding & Analysis / Julie Solomon: Progress Report + internal/external email	1.50	\$280.00	\$420.00
Service	09/09/2025 - Meeting, Recurring: External / John Salomone: Reformstat	1.50	\$100.00	\$150.00
Service	09/09/2025 - Community Engagement Activities / Arlinda Westbrook: On site meeting in Mnpls about Elefa Community Liason Council	1.25	\$280.00	\$350.00
Service	09/09/2025 - Meeting, Recurring: Internal / Julie Solomon: Team meeting	0.50	\$280.00	\$140.00
Service	09/09/2025 - Meeting, Recurring: External / Michael Harrison: Reform stat 10-11:30am	1.50	\$350.00	\$525.00

Service	09/09/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Respond to team emails, review parties' emails	0.25	\$100.00	\$25.00
Service	09/09/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Prep and transmit Health, Welfare, and Safety (3-501 & 3-502) approval memo	0.25	\$100.00	\$25.00
Service	09/09/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with John Satorius Plymouth Congregation 11:30-12:15	0.75	\$350.00	\$262.50
Service	09/09/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting with Plymouth Congregation	0.75	\$280.00	\$210.00
Service	09/09/2025 - Meeting Prep / John Salomone: Team meeting slide prep	1.00	\$100.00	\$100.00
Service	09/09/2025 - Meeting Prep / John Salomone: Gather and send background docs to David for MPLS delegation of MN Statehouse	0.25	\$100.00	\$25.00
Service	09/09/2025 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Updated Training Tracker with Bill	1.00	\$280.00	\$280.00
Service	09/09/2025 - Document review: Policies / Eric Melancon: Review of BWC draft for compliance phase	0.75	\$280.00	\$210.00
Service	09/09/2025 - Meeting Prep / Eric Melancon: Updated slides for weekly meeting	0.25	\$280.00	\$70.00
Service	09/09/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly team meeting	1.75	\$350.00	\$612.50
Service	09/09/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.75	\$280.00	\$490.00
Service	09/09/2025 - Meeting, Recurring: Internal / John Salomone: MPLS Team meeting	1.50	\$100.00	\$150.00
Service	09/09/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team meeting	1.75	\$280.00	\$490.00
Service	09/09/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Met with Carolina to develop worksheet for larger IA and OPCR audits	0.50	\$280.00	\$140.00
Service	09/09/2025 - Meeting, Recurring: External / Arlinda Westbrook: Reform Stat	1.50	\$280.00	\$420.00
Service	09/09/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Minneapolis Congressional Delegation	2.00	\$280.00	\$560.00
Service	09/09/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa Team meeting	1.25	\$280.00	\$350.00
Service	09/09/2025 - Document review: Policies / Lisa Fink: Reviewing BWC/ICC policy comments	0.25	\$280.00	\$70.00
Service	09/09/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with E Melancon regarding BWC/ICC policy comments	0.75	\$280.00	\$210.00
Service	09/09/2025 - Meeting, Ad Hoc: External / Lisa Fink: Follow up communications with MPD, MDHR and ELEFA about specific policy issues regarding BWC, UOF, SSCA	0.25	\$280.00	\$70.00

Service	09/09/2025 - Document review: Policies / Lisa Fink: Finalized BWC/ICC policy comments and sent to MPD	0.50	\$280.00	\$140.00
Service	09/09/2025 - Admin: Document Coding, Storage, and Tracking / Lisa Fink: Updating policy statuses based on communication from Commander Wilks	0.25	\$280.00	\$70.00
Service	09/09/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly team meeting	1.50	\$280.00	\$420.00
Service	09/09/2025 - Document review: Training / Bill Murphy: Conferred with Eric on developing training tracker for weekly MPD meetings. Updated tracker prior to meeting.	1.75	\$280.00	\$490.00
Service	09/09/2025 - Evaluate Training or Operations / Bill Murphy: Conferred with Mary from Training Division on Supervisor Force Review training documents.	0.50	\$280.00	\$140.00
Service	09/09/2025 - Document review: Reports & Other Documents / Bill Murphy: Updated slide deck for weekly ELEFA meeting. Reviewed IU slide deck for semi-annual report.	0.50	\$280.00	\$140.00
Service	09/09/2025 - Report Preparation / Bill Murphy: Worked on updating training and UOF paragraphs for the semi-annual report .	0.50	\$280.00	\$140.00
Service	09/09/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Lisa on unintentional discharges.	0.25	\$280.00	\$70.00
Service	09/09/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	1.75	\$280.00	\$490.00
Service	09/09/2025 - Fact Finding & Analysis / David Douglass: Onsite meetings	8.00	\$350.00	\$2,800.00
Service	09/09/2025 - Admin: Systems Setup and Maintenance / Carolina Maberry: Meeting with Mary Ann Viverette re: setup of an audit tracker tool, preliminary research and work	1.50	\$30.00	\$45.00
Service	09/09/2025 - Admin: Systems Setup and Maintenance / Carolina Maberry: Website Updates: addition of links in notice board	0.50	\$30.00	\$15.00
Service	09/10/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting	0.75	\$350.00	\$262.50
Service	09/10/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with UCMT 1-3pm	2.00	\$350.00	\$700.00
Service	09/10/2025 - Meeting Prep / Lisa Fink: Prep for MDHR meeting regarding BWC policies	0.50	\$280.00	\$140.00
Service	09/10/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR on BWC policy, also discussed IA/OPCR manuals and peer support policy review	1.00	\$280.00	\$280.00
Service	09/10/2025 - Meeting, Ad Hoc: External / Lisa Fink: Follow ups with various individuals on distinct policy questions (UOF, SCA & BWC)	0.25	\$280.00	\$70.00
Service	09/10/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with B Murphy regarding UOF policies	0.25	\$280.00	\$70.00

Service	09/10/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Drafted BWC/ICC approval letter	0.25	\$280.00	\$70.00
Service	09/10/2025 - Document review: Policies / Lisa Fink: Reviewed latest submission of IA and OPCR Manuals	2.25	\$280.00	\$630.00
Service	09/10/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Mark and Dan on unintentional discharge policy.	0.50	\$280.00	\$140.00
Service	09/10/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/MDHR	1.00	\$280.00	\$280.00
Service	09/10/2025 - Fact Finding & Analysis / David Douglass: Onsite meetings and analysis	8.00	\$350.00	\$2,800.00
Service	09/10/2025 - Community Engagement Activities / Arlinda Westbrook: Meeting with Somalian Community at Brian Coyle center	2.00	\$280.00	\$560.00
Service	09/10/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with CP Payne and VP Chughtai	1.50	\$280.00	\$420.00
Service	09/10/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/IA meeting	1.50	\$280.00	\$420.00
Service	09/10/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: On site meeting with CAO	1.00	\$280.00	\$280.00
Service	09/11/2025 - Admin: Other / John Salomone: Revision of team meeting slides	0.50	\$100.00	\$50.00
Service	09/11/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Peer support policy discussion with Lisa + supervisor/officer focus group meeting mintues + internal/external email	1.00	\$280.00	\$280.00
Service	09/11/2025 - Planning / John Salomone: Planning call with David re: Smartsheet tracker, team roles, possible retreat	0.25	\$100.00	\$25.00
Service	09/11/2025 - Meeting, Recurring: External / Michael Harrison: Parties meeting 2-3pm	1.00	\$350.00	\$350.00
Service	09/11/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Individual phone meetings with team members 1-2pm	1.00	\$350.00	\$350.00
Service	09/11/2025 - Meeting, Recurring: External / Mary Ann Viverette: Parties Meeting	1.00	\$280.00	\$280.00
Service	09/11/2025 - Meeting, Recurring: External / John Salomone: Parties' meeting	1.00	\$100.00	\$100.00
Service	09/11/2025 - Document review: Policies / Lisa Fink: Review of OPCR manual and call with CAO to clarify two questions	0.50	\$280.00	\$140.00
Service	09/11/2025 - Planning / Lisa Fink: Communications about and organizing review of QRP policy	0.25	\$280.00	\$70.00
Service	09/11/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with J Solomon discussing Peer Support comments	0.25	\$280.00	\$70.00
Service	09/11/2025 - Meeting, Recurring: External / Lisa Fink: Participate in parties' weekly meeting	1.00	\$280.00	\$280.00

Service	09/11/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook about policy review procedures and IA/OPCR Manuals	0.50	\$280.00	\$140.00
Service	09/11/2025 - Document review: Policies / Lisa Fink: Reviewed updated QRP policy	1.00	\$280.00	\$280.00
Service	09/11/2025 - Document review: Training / Bill Murphy: Evaluated Supervisor Force Review training documents. Conferred with Michael on operations.	1.75	\$280.00	\$490.00
Service	09/11/2025 - Fact Finding & Analysis / David Douglass: On site meetings and analysis	4.00	\$350.00	\$1,400.00
Service	09/11/2025 - Fact Finding & Analysis / David Douglass: Implementation monitoring planning.	2.00	\$350.00	\$700.00
Service	09/11/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with Commissioner Barnett	1.50	\$280.00	\$420.00
Service	09/11/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Check in meeting Elefa/OPCR discussion on 339 Compliance	2.00	\$280.00	\$560.00
Service	09/11/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Parties Meeting	1.00	\$280.00	\$280.00
Service	09/11/2025 - Community Engagement Activities / Arlinda Westbrook: On-site meeting with CUAPB	3.00	\$280.00	\$840.00
Service	09/12/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Mary, Lt. Schoonover, and Adam on Supervisor Force Review training documents.	0.50	\$280.00	\$140.00
Service	09/15/2025 - Document review: Reports & Other Documents / Julie Solomon: Progress report writing	2.25	\$280.00	\$630.00
Service	09/15/2025 - Report Preparation / Mary Ann Viverette: Continuing work on the Coaching Audit draft report	4.50	\$280.00	\$1,260.00
Service	09/15/2025 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Inform parties that we will move forward to hire del Carmen	0.25	\$100.00	\$25.00
Service	09/15/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Peer Support Policy with LF	0.25	\$280.00	\$70.00
Service	09/15/2025 - Meeting Prep / Lisa Fink: Prep for call with MDHR regarding IA & OPCR Manuals	0.75	\$280.00	\$210.00
Service	09/15/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in IA/OPCR SOP discussion with MDHR	0.50	\$280.00	\$140.00
Service	09/15/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Calls with A Westbrook and D Douglass regarding IA and OPCR Manuals	0.25	\$280.00	\$70.00
Service	09/15/2025 - Document review: Policies / Lisa Fink: Finalized comments on IA and OPCR manuals	1.00	\$280.00	\$280.00
Service	09/15/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participate in call with J Solomon on Peer Support policy comments	0.25	\$280.00	\$70.00
Service	09/15/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Communications to MDHR and ELEFA regarding IA/OPCR manuals and peer support policy	0.25	\$280.00	\$70.00

Service	09/15/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed weekly reformstat slides	0.25	\$280.00	\$70.00
Service	09/15/2025 - Meeting Prep / Lisa Fink: Updated weekly ELEFA meeting slides	0.25	\$280.00	\$70.00
Service	09/15/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewed MPD's draft documents containing timeline projections	0.75	\$280.00	\$210.00
Service	09/15/2025 - Evaluate Training or Operations / Mary Ann Viverette: Virtually attended CCPO Review Panel Training	3.00	\$280.00	\$840.00
Service	09/15/2025 - Admin: Scheduling and Coordination / David Douglass: Coordinate status and tasks	2.00	\$350.00	\$700.00
Service	09/15/2025 - Document review: Policies / David Douglass: Confer with Ms. Fink regarding unintentional discharge and IA SOP.	0.50	\$350.00	\$175.00
Service	09/15/2025 - Document review: Reports & Other Documents / Bill Murphy: Updated ELEFA slide deck for weekly meeting.	0.25	\$280.00	\$70.00
Service	09/15/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	2.00	\$280.00	\$560.00
Service	09/15/2025 - Evaluate Training or Operations / Arlinda Westbrook: CCPO Panel Training	2.50	\$280.00	\$700.00
Service	09/15/2025 - Admin: Systems Setup and Maintenance / Carolina Maberry: Creation of an audit tool spreadsheet to MAV's specifications	1.50	\$30.00	\$45.00
Service	09/16/2025 - Meeting, Recurring: External / John Salomone: Reformstat	1.00	\$100.00	\$100.00
Service	09/16/2025 - Meeting Prep / John Salomone: Team meeting slide design revisions	1.50	\$100.00	\$150.00
Service	09/16/2025 - Document review: Reports & Other Documents / Mary Ann Viverette: Coaching audit report document with A. Westbrook and partly with Lily Hastings	1.00	\$280.00	\$280.00
Service	09/16/2025 - Meeting, Recurring: External / Julie Solomon: Wellness Biweekly Meeting	1.00	\$280.00	\$280.00
Service	09/16/2025 - Meeting Prep / John Salomone: Update team meeting slides	0.50	\$100.00	\$50.00
Service	09/16/2025 - Report Preparation / Mary Ann Viverette: After today's meeting with Westbrook and Hastings added additional dates in Excel	1.00	\$280.00	\$280.00
Service	09/16/2025 - Meeting, Recurring: External / Mary Ann Viverette: Attended Supervisor Focus group on QRP feedback and prepared notes	1.75	\$280.00	\$490.00
Service	09/16/2025 - Meeting, Recurring: External / Julie Solomon: Property Services Monthly Meeting	1.25	\$280.00	\$350.00
Service	09/16/2025 - Meeting, Recurring: Internal / John Salomone: Team meeting, including follow-up calendar updates	2.25	\$100.00	\$225.00
Service	09/16/2025 - Meeting, Recurring: Internal / Michael Harrison	2.00	\$350.00	\$700.00

Service	09/16/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly ELEFA team meeting	2.00	\$280.00	\$560.00
Service	09/16/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team update meeting	2.00	\$280.00	\$560.00
Service	09/16/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Minneapolis team meeting	2.00	\$280.00	\$560.00
Service	09/16/2025 - Meeting Prep / Lisa Fink: Updated ELEFA weekly slides	0.25	\$280.00	\$70.00
Service	09/16/2025 - Document review: Policies / Lisa Fink: Reviewed updated team QRP comments	0.25	\$280.00	\$70.00
Service	09/16/2025 - Meeting, Recurring: Internal / Lisa Fink: Call with E Melancon re QRP policy feedback	0.25	\$280.00	\$70.00
Service	09/16/2025 - Document review: Policies / Lisa Fink: Skim EIS submission and distribute to ELEFA members	0.25	\$280.00	\$70.00
Service	09/16/2025 - Document review: Reports & Other Documents / Lisa Fink: Reviewing SA requirements in Parts 2 and 3	0.25	\$280.00	\$70.00
Service	09/16/2025 - Meeting, Recurring: Internal / Lisa Fink: Participated in ELEFA weekly meeting	2.00	\$280.00	\$560.00
Service	09/16/2025 - Audit / Arlinda Westbrook: Coaching audit	6.00	\$280.00	\$1,680.00
Service	09/16/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly Team Meeting	1.50	\$280.00	\$420.00
Service	09/16/2025 - Meeting Prep / Eric Melancon: Updated slides for weekly meeting	0.25	\$280.00	\$70.00
Service	09/17/2025 - Meeting, Ad Hoc: External / Michael Harrison: Weekly ELEFA/MDHR meeting	0.75	\$350.00	\$262.50
Service	09/17/2025 - Report Preparation / Mary Ann Viverette: Continued work on Coaching audit report with A. Westbrook and partially with Sam Pallini	1.25	\$280.00	\$350.00
Service	09/17/2025 - Meeting, Ad Hoc: Internal / Michael Harrison: Follow-up with David and Arlinda	0.25	\$350.00	\$87.50
Service	09/17/2025 - Report Preparation / Mary Ann Viverette: Worked with E. Melancon on excel report for coaching audit	0.75	\$280.00	\$210.00
Service	09/17/2025 - Meeting, Recurring: Internal / Michael Harrison: Team leadership meeting	0.75	\$350.00	\$262.50
Service	09/17/2025 - Meeting, Recurring: Internal / John Salomone: Team leadership meeting	0.75	\$100.00	\$75.00
Service	09/17/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Leadership meeting	0.75	\$280.00	\$210.00
Service	09/17/2025 - Audit / Eric Melancon: Analysis of data from IE Team Coaching Review	2.00	\$280.00	\$560.00
Service	09/17/2025 - Admin: Systems Setup and Maintenance / John Salomone: Record a Loom video on creating an event on the MPLS Team calendar and send to team	0.25	\$100.00	\$25.00

Service	09/17/2025 - Evaluate Training or Operations / Julie Solomon: Training: It's OK to not be OK: Ways to cope with work related law enforcement stress	1.00	\$280.00	\$280.00
Service	09/17/2025 - Meeting, Recurring: External / Julie Solomon: Officer Focus Group	1.50	\$280.00	\$420.00
Service	09/17/2025 - Meeting, Recurring: External / Mary Ann Viverette: Update meeting with OPCR and A. Westbrook	0.50	\$280.00	\$140.00
Service	09/17/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR Bi Weekly check in	0.75	\$280.00	\$210.00
Service	09/17/2025 - Meeting, Recurring: External / Mary Ann Viverette: Officer focus group (partial) with J Solomon on QRPs	0.75	\$280.00	\$210.00
Service	09/17/2025 - Meeting, Ad Hoc: External / Michael Harrison: Meeting with CAO	1.25	\$350.00	\$437.50
Service	09/17/2025 - Fact Finding & Analysis / Lisa Fink: Policy research on UOF and unintentional firearms discharges	0.50	\$280.00	\$140.00
Service	09/17/2025 - Document review: Policies / Lisa Fink: Conducted review and analysis of EIS policy and related community feedback	2.50	\$280.00	\$700.00
Service	09/17/2025 - Document review: Policies / Lisa Fink: Finalized and sent ELEFA comments on QRP policy	0.50	\$280.00	\$140.00
Service	09/17/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Boody re outstanding UOF policy edits	0.50	\$280.00	\$140.00
Service	09/17/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with B Murphy re UOF policy edits	0.25	\$280.00	\$70.00
Service	09/17/2025 - Document review: Policies / Lisa Fink: Skim MDHR's comments on IA and OPCR manuals	0.25	\$280.00	\$70.00
Service	09/17/2025 - Document review: Policies / Lisa Fink: Reviewed MDHR's comments on Peer Support policy	0.25	\$280.00	\$70.00
Service	09/17/2025 - Meeting, Recurring: External / David Douglass: MDHR weekly check in	0.75	\$350.00	\$262.50
Service	09/17/2025 - Meeting, Recurring: External / David Douglass: Team Leads meeting	0.50	\$350.00	\$175.00
Service	09/17/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Lisa on UOF unintentional discharges.	0.25	\$280.00	\$70.00
Service	09/17/2025 - Audit / Arlinda Westbrook: Coaching Audit	3.00	\$280.00	\$840.00
Service	09/17/2025 - Report Preparation / Arlinda Westbrook: Meeting on coaching report	1.25	\$280.00	\$350.00
Service	09/17/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Leadership meeting	0.75	\$280.00	\$210.00
Service	09/17/2025 - Meeting, Recurring: External / Arlinda Westbrook: OPCR update meeting	0.50	\$280.00	\$140.00
Service	09/17/2025 - Report Preparation / Carolina Maberry: Review of coaching audit materials	3.00	\$30.00	\$90.00

Product	08/18/2025 - Per Diem: Partial Day (day of travel) / Mary Ann Viverette	1.00	\$59.25	\$59.25
Product	08/18/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Mary Ann Viverette: Uber airport to hotel	1.00	\$43.98	\$43.98
Product	08/18/2025 - Airfare / Mary Ann Viverette: Salisbury to MN	1.00	\$895.97	\$895.97
Product	08/18/2025 - Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	\$59.25	\$59.25
Product	08/18/2025 - Lodging / Arlinda Westbrook	1.00	\$1,045.59	\$1,045.59
Product	08/18/2025 - Airfare / Arlinda Westbrook	1.00	\$1,176.36	\$1,176.36
Product	08/18/2025 - To and From Home Airport / Arlinda Westbrook	1.00	\$29.42	\$29.42
Product	08/19/2025 - Per Diem: Full Day / Mary Ann Viverette	1.00	\$79.00	\$79.00
Product	08/19/2025 - Per Diem: Full Day / Arlinda Westbrook	1.00	\$79.00	\$79.00
Product	08/20/2025 - Per Diem: Full Day / Mary Ann Viverette	1.00	\$79.00	\$79.00
Product	08/20/2025 - Per Diem: Full Day / Arlinda Westbrook	1.00	\$79.00	\$79.00
Product	08/20/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Arlinda Westbrook	1.00	\$14.21	\$14.21
Product	08/20/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Arlinda Westbrook	1.00	\$17.01	\$17.01
Product	08/21/2025 - Per Diem: Full Day / Mary Ann Viverette	1.00	\$79.00	\$79.00
Product	08/21/2025 - Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	\$59.25	\$59.25
Product	08/21/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Arlinda Westbrook: Hotel to airport	1.00	\$38.84	\$38.84
Product	08/22/2025 - Per Diem: Partial Day (day of travel) / Mary Ann Viverette	1.00	\$59.25	\$59.25
Product	08/22/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Mary Ann Viverette: Uber to airport	1.00	\$37.66	\$37.66
Product	08/22/2025 - Lodging / Mary Ann Viverette	1.00	\$612.88	\$612.88
Product	09/08/2025 - Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	\$59.25	\$59.25
Product	09/08/2025 - Lodging / David Douglass: Lodging at EMERY AUTOGRAPH HOTEL from 090825 - 091125	1.00	\$519.60	\$519.60
Product	09/08/2025 - Airfare / David Douglass: Airfare to MPLS	1.00	\$526.96	\$526.96
Product	09/08/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Minneapolis airport to hotel	1.00	\$49.13	\$49.13
Product	09/08/2025 - Per Diem: Partial Day (day of travel) / David Douglass	1.00	\$59.25	\$59.25
Product	09/09/2025 - Per Diem: Full Day / Arlinda Westbrook	1.00	\$79.00	\$79.00

Product	09/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Arlinda Westbrook	1.00	\$18.45	\$18.45
Product	09/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Arlinda Westbrook	1.00	\$16.13	\$16.13
Product	09/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber to meeting with UCMT.	1.00	\$18.93	\$18.93
Product	09/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber from State Capitol to hotel.	1.00	\$29.97	\$29.97
Product	09/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber from Hotel to community group meeting	1.00	\$10.98	\$10.98
Product	09/09/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Return Uber from community group meeting.	1.00	\$9.92	\$9.92
Product	09/09/2025 - Per Diem: Full Day / David Douglass	1.00	\$79.00	\$79.00
Product	09/10/2025 - Per Diem: Full Day / Arlinda Westbrook	1.00	\$79.00	\$79.00
Product	09/10/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Arlinda Westbrook	1.00	\$15.45	\$15.45
Product	09/10/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Arlinda Westbrook	1.00	\$38.55	\$38.55
Product	09/10/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber from community group meeting to hotel.	1.00	\$20.12	\$20.12
Product	09/10/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber from hotel to community group meeting	1.00	\$9.48	\$9.48
Product	09/10/2025 - Per Diem: Full Day / David Douglass	1.00	\$79.00	\$79.00
Product	09/11/2025 - Per Diem: Full Day / Arlinda Westbrook	1.00	\$79.00	\$79.00
Product	09/11/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Arlinda Westbrook	1.00	\$23.49	\$23.49
Product	09/11/2025 - To and From Home Airport / David Douglass: Uber from hotel to airport	1.00	\$40.53	\$40.53
Product	09/11/2025 - Per Diem: Partial Day (day of travel) / David Douglass	1.00	\$59.25	\$59.25
Product	09/12/2025 - Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	\$59.25	\$59.25
Product	09/12/2025 - Airfare / Arlinda Westbrook	1.00	\$586.97	\$586.97
Product	09/12/2025 - Lodging / Arlinda Westbrook	1.00	\$589.80	\$589.80

Subtotal **\$150,525.38**
Payments **-\$150,525.38**

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.