INVOICE

PAID

From

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

Invoice ID	**22**
PO Number	MPLMN-0000926499
Issue Date	02/25/2026
Due Date	03/27/2026 (Net 30)
Subject	Effective Law Enforcement for All (Supplier 0000033526), Invoice for November 18 - December 17 2025

Invoice For

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

Item Type	Description	Quantity	Unit Price	Amount
Service	11/18/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Finalize EIS policy comments in prep for MDHR	1.00	$280.00	**$280.00**
Service	11/18/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with MDHR-Finalize EIS policy comments	1.00	$280.00	**$280.00**
Service	11/18/2025 - Document review: Reports & Other Documents / Julie Solomon: 2026 Training Plan review	0.50	$280.00	**$140.00**
Service	11/18/2025 - Fact Finding & Analysis / Julie Solomon: Phone call with MB re: status update on EIS training and annual training plan discussions	0.50	$280.00	**$140.00**
Service	11/18/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email + lawsuit review	0.50	$280.00	**$140.00**
Service	11/18/2025 - Fact Finding & Analysis / Mary Ann Viverette: Virtually attended IA Group Intake for a critical incident follow up with IA staff and CAO atty	1.00	$280.00	**$280.00**
Service	11/18/2025 - Report Preparation / Mary Ann Viverette: IA Intake note preparation	0.25	$280.00	**$70.00**
Service	11/18/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting + phone call with LF	1.50	$280.00	**$420.00**
Service	11/18/2025 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting	1.50	$100.00	**$150.00**
Service	11/18/2025 - Meeting, Recurring: Internal / Michael Harrison: Weekly team meeting	1.25	$350.00	**$437.50**
Service	11/18/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Weekly ELEFA	1.50	$280.00	**$420.00**
Service	11/18/2025 - Meeting, Recurring: Internal / Lisa Fink: Prepare for internal and MDHR call about EIS policy	0.50	$280.00	**$140.00**
Service	11/18/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Internal ELEFA call regarding EIS policy comments	1.00	$280.00	**$280.00**

Service	11/18/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR regarding EIS policy	0.75	$280.00	**$210.00**
Service	11/18/2025 - Document review: Policies / Lisa Fink: Finished comments on EIS policy and returned to MPD	0.25	$280.00	**$70.00**
Service	11/18/2025 - Document review: Policies / Lisa Fink: Finalized ELEFA comments on Searches for Voluntary Transports policy	0.50	$280.00	**$140.00**
Service	11/18/2025 - Document review: Policies / Lisa Fink: Review foot pursuits policy	0.50	$280.00	**$140.00**
Service	11/18/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly team meeting	1.25	$280.00	**$350.00**
Service	11/18/2025 - Meeting Prep / Lisa Fink: Prepare for meeting with MDHR on warrants policy	0.75	$280.00	**$210.00**
Service	11/18/2025 - Document review: Policies / Eric Melancon: Internal meeting on EIS policy revisions	1.00	$280.00	**$280.00**
Service	11/18/2025 - Document review: Policies / Eric Melancon: Meeting with MDHR on EIS policy revisions	1.00	$280.00	**$280.00**
Service	11/18/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly Team Meeting	1.00	$280.00	**$280.00**
Service	11/18/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CMD Brown and Julie on Health and Wellness and ATP.	1.00	$280.00	**$280.00**
Service	11/18/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status and then updated foot pursuit policy and responded to emails.	2.00	$280.00	**$560.00**
Service	11/18/2025 - Document review: Policies / Carolina Maberry: Creation of a tool to review comparative departments' policies re: social media	3.00	$30.00	**$90.00**
Service	11/18/2025 - Evaluate Training or Operations / Arlinda Westbrook: Group Intake Meetings IA	2.00	$280.00	**$560.00**
Service	11/18/2025 - Community Engagement Activities / Arlinda Westbrook: Presentation preparation for SA update for community presentation at MJRC Conference with MPD and MDHR	2.00	$280.00	**$560.00**
Service	11/19/2025 - Meeting, Recurring: External / Michael Harrison: Weekly ELEFA/MDHR meeting	1.00	$350.00	**$350.00**
Service	11/19/2025 - Meeting, Recurring: External / Mary Ann Viverette: ELEFA meeting with MDHR	1.00	$280.00	**$280.00**
Service	11/19/2025 - Document review: Policies / Mary Ann Viverette: Warrants with L. Fink and MDHR	1.50	$280.00	**$420.00**
Service	11/19/2025 - Meeting, Recurring: External / Julie Solomon: Workshopping with MPD/MDHR-Annual training plan	1.75	$280.00	**$490.00**
Service	11/19/2025 - Admin: Scheduling and Coordination / John Salomone: RE: 20 Nov parties' meeting	0.50	$100.00	**$50.00**
Service	11/19/2025 - Document review: Reports & Other Documents / John Salomone: Assist Arlinda in finding 3rd SAR summaries	0.50	$100.00	**$50.00**

Service	11/19/2025 - Meeting Prep / Lisa Fink: Prepare for Warrants call with MDHR	0.25	$280.00	**$70.00**
Service	11/19/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in call with MDHR regarding Search Warrants policy	1.75	$280.00	**$490.00**
Service	11/19/2025 - Document review: Reports & Other Documents / Lisa Fink: Review MP risk assessment form	0.25	$280.00	**$70.00**
Service	11/19/2025 - Planning / Lisa Fink: Uploaded, tracked, shared Seeking Witness Cooperation policy	0.25	$280.00	**$70.00**
Service	11/19/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with Arlinda, Lisa, and CMD Brown multiples times on UOF policy and training issues. Reviewed Dr Williams lesson plan template.	1.00	$280.00	**$280.00**
Service	11/19/2025 - Document review: Training / Bill Murphy: Had workshopping session on the ATP and TNA with MDHR, MPD, and CA Office. Had multiple conference calls after.	3.00	$280.00	**$840.00**
Service	11/19/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: MDHR/Elefa meeting	1.00	$280.00	**$280.00**
Service	11/19/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: IU Check in Meeting	1.00	$280.00	**$280.00**
Service	11/19/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: MPD Standing Workshopping Meeting	2.00	$280.00	**$560.00**
Service	11/20/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Met with ELEFA members regarding templates for project	1.00	$280.00	**$280.00**
Service	11/20/2025 - Meeting, Recurring: Internal / Eric Melancon: ELEFA team meeting on template development for task tracking	1.00	$280.00	**$280.00**
Service	11/20/2025 - Meeting, Recurring: External / Julie Solomon: Internal/external email	0.25	$280.00	**$70.00**
Service	11/20/2025 - Document review: Policies / Lisa Fink: Finalized review of Social Media Use in Investigations	1.00	$280.00	**$280.00**
Service	11/20/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Confer with M Viverette regarding comments on Social Media Use in Investigations policy	0.50	$280.00	**$140.00**
Service	11/20/2025 - Document review: Training / Bill Murphy: Reviewed Supervisor Force Review training documents and notes.	1.00	$280.00	**$280.00**
Service	11/20/2025 - Document review: Policies / Lisa Fink: Conducted additional review of foot pursuits policy	0.50	$280.00	**$140.00**
Service	11/20/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Report preparations with L. Fink, Eric Melancon and A Westbrook	1.00	$280.00	**$280.00**
Service	11/20/2025 - Community Engagement Activities / Arlinda Westbrook: Reimagining Justice Conference panel on SA update with MPD and MDHR	2.00	$280.00	**$560.00**
Service	11/20/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR on CIT training issues	1.50	$280.00	**$420.00**
Service	11/20/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR and MPD IU leadership on implementation issues	2.00	$280.00	**$560.00**

	and challenges			
Service	11/20/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Templates meeting	1.50	$280.00	**$420.00**
Service	11/21/2025 - Document review: Policies / Eric Melancon: Review of QRP Policy Revisions	0.25	$280.00	**$70.00**
Service	11/21/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Phone call with BM re: MECC training + finalize letters to the city and send to leadership + internal/external email	0.50	$280.00	**$140.00**
Service	11/21/2025 - Document review: Policies / Lisa Fink: Review and communications regarding QRP policy language	0.25	$280.00	**$70.00**
Service	11/21/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with IA leadership on various personnel and implementation issues	2.00	$280.00	**$560.00**
Service	11/22/2025 - Planning / Lisa Fink: Uploaded and distributed accountability policy and related materials for 2-100s review	0.25	$280.00	**$70.00**
Service	11/24/2025 - Evaluate Training or Operations / Julie Solomon: Meeting with the City re: 911 audio and video	0.50	$280.00	**$140.00**
Service	11/24/2025 - Technical Assistance to MPD or the City / Julie Solomon: EIS and ELEFA TA	1.00	$280.00	**$280.00**
Service	11/24/2025 - Meeting, Recurring: External / Eric Melancon: Monthly EIS progress updates	1.00	$280.00	**$280.00**
Service	11/24/2025 - Meeting, Recurring: Internal / John Salomone: PM & Admin meeting	1.00	$100.00	**$100.00**
Service	11/24/2025 - Document review: Policies / Mary Ann Viverette: Warrants with L. Fink and MDHR	2.00	$280.00	**$560.00**
Service	11/24/2025 - Document review: Policies / Lisa Fink: Began review of 2-100s	0.25	$280.00	**$70.00**
Service	11/24/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with B Murphy regarding comments on Foot Pursuits policy	0.75	$280.00	**$210.00**
Service	11/24/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MPD regarding Foot Pursuits policy	0.25	$280.00	**$70.00**
Service	11/24/2025 - Document review: Policies / Lisa Fink: Finalize comments on Foot Pursuits and sent to MPD	0.75	$280.00	**$210.00**
Service	11/24/2025 - Meeting, Recurring: External / Lisa Fink: Participate in biweekly meeting with IU Policy Team	0.50	$280.00	**$140.00**
Service	11/24/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in meeting with MDHR regarding Search Warrants policy	2.00	$280.00	**$560.00**
Service	11/24/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA policy call with D Douglass	0.75	$280.00	**$210.00**
Service	11/24/2025 - Document review: Training / Bill Murphy: Evaluated Supervisor Force Review training documents and the submission index for compliance.	1.50	$280.00	**$420.00**

Service	11/24/2025 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with CA office on CIT videos.	0.50	$280.00	**$140.00**
Service	11/24/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Bill Murphy: Prepared Supervisor Force Review paragraph 197 letter.	0.50	$280.00	**$140.00**
Service	11/24/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Lisa on foot pursuit policy.	0.75	$280.00	**$210.00**
Service	11/24/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	1.00	$280.00	**$280.00**
Service	11/24/2025 - Community Engagement Activities / Carolina Maberry: Research on locations and feasibility of potential Dec 18th date for public meeting	3.00	$30.00	**$90.00**
Service	11/24/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Joint Elefa Team Meeting	1.00	$280.00	**$280.00**
Service	11/25/2025 - Document review: Reports & Other Documents / John Salomone: Review of Training materials for technical (A/V) function	0.25	$100.00	**$25.00**
Service	11/25/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: Editing, formatting, and transmittal of IE Response Letter for MECC 8-hr CIT Training	1.25	$100.00	**$125.00**
Service	11/25/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.00	$280.00	**$280.00**
Service	11/25/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team	1.25	$280.00	**$350.00**
Service	11/25/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly internal meeting	1.25	$280.00	**$350.00**
Service	11/25/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status. Conferred with Arlinda after.	1.50	$280.00	**$420.00**
Service	11/25/2025 - Community Engagement Activities / Carolina Maberry: Follow up with Brian Coyle and Native American Community Center re: space for public meeting	1.00	$30.00	**$30.00**
Service	11/25/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Supervisor Force Review training meeting	1.00	$280.00	**$280.00**
Service	11/25/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR on CIT training	1.50	$280.00	**$420.00**
Service	11/26/2025 - Document review: Reports & Other Documents / Julie Solomon: Update Progress Report + internal email	0.25	$280.00	**$70.00**
Service	11/26/2025 - Admin: Document Coding, Storage, and Tracking / John Salomone: SA237 & SA 236 response letters	0.75	$100.00	**$75.00**
Service	11/26/2025 - Meeting, Ad Hoc: External / Bill Murphy: Reviewed MDHR comments on Supervisor Force Review training documents and then conferred with MDHR on their comments.	2.00	$280.00	**$560.00**
Service	11/26/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with Council leadership	2.00	$280.00	**$560.00**

Service	11/26/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Supervisor Force review with MDHR leadership	2.00	$280.00	**$560.00**
Service	11/27/2025 - Fact Finding & Analysis / Julie Solomon: Meeting with AW re: the SOC and CIT Vendor	0.50	$280.00	**$140.00**
Service	11/30/2025 - Document review: Training / Mary Ann Viverette: Review of Supervisor UOF review training prepping for MDHR discussion tomorrow and follow up with Bill Murphy re: call	1.25	$280.00	**$350.00**
Service	11/30/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Mary Ann on Supervisor Force Review training and MDHR concerns.	0.50	$280.00	**$140.00**
Service	11/30/2025 - Document review: Training / Bill Murphy: Updated ELEFA meeting tracker.	0.25	$280.00	**$70.00**
Service	11/30/2025 - Document review: Training / Bill Murphy: Evaluated MDHR comments on Supervisor Force Review training documents.	0.50	$280.00	**$140.00**
Service	12/01/2025 - Document review: Reports & Other Documents / Julie Solomon: Complete weekly progress report + email	0.25	$280.00	**$70.00**
Service	12/01/2025 - Meeting, Recurring: Internal / John Salomone: PM & Admin	0.25	$100.00	**$25.00**
Service	12/01/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Met with A. Westbrook, B. Murphy and MDHR representatives about supervisor reviews of UOF	2.00	$280.00	**$560.00**
Service	12/01/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Met with A. Westbrook and B. Murphy follow up to MDHR training call	0.50	$280.00	**$140.00**
Service	12/01/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Leadership meeting	0.75	$280.00	**$210.00**
Service	12/01/2025 - Meeting, Recurring: Internal / John Salomone: Team Leads meeting	0.75	$100.00	**$75.00**
Service	12/01/2025 - Document review: Policies / Lisa Fink: Conduct in-depth review and evaluation of 2-100s (accountability policies)	4.25	$280.00	**$1,190.00**
Service	12/01/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR regarding 2-100s	0.25	$280.00	**$70.00**
Service	12/01/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly policy call with D Douglass	0.25	$280.00	**$70.00**
Service	12/01/2025 - Document review: Training / Bill Murphy: Responded to emails and updated my paragraph notes on training and Use of Force.	0.25	$280.00	**$70.00**
Service	12/01/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Arlinda on Supervisor Force Review training and MDHR comments.	0.50	$280.00	**$140.00**
Service	12/01/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Lisa on pointing weapon policy.	0.25	$280.00	**$70.00**
Service	12/01/2025 - Meeting, Ad Hoc: External / Bill Murphy: conferred with MDHR on their comments on the Supervisor Force Review training documents.	2.00	$280.00	**$560.00**
Service	12/01/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Arlinda on MDHR meeting.	0.75	$280.00	**$210.00**

Service	12/01/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Bill Murphy: Updated letter to MPD on Supervisor Force Review comments to training.	1.00	$280.00	**$280.00**
Service	12/01/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Arlinda on Supervisor Force Review and upcoming workshopping session.	0.50	$280.00	**$140.00**
Service	12/01/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: SFR Discussion Continued	1.00	$280.00	**$280.00**
Service	12/01/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Team Leads meeting	1.00	$280.00	**$280.00**
Service	12/02/2025 - Evaluate Training or Operations / Julie Solomon: Review MECC 911 calls for training + email	0.50	$280.00	**$140.00**
Service	12/02/2025 - Document review: Reports & Other Documents / Julie Solomon: Review facilities tracker to approve/deny tasks with EM	0.75	$280.00	**$210.00**
Service	12/02/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/External Email	0.50	$280.00	**$140.00**
Service	12/02/2025 - Meeting Prep / John Salomone: Team meeting slide show organization and alteration; communicate with Ron on same	0.50	$100.00	**$50.00**
Service	12/02/2025 - Document review: Data Sets / Eric Melancon: Monthly review of project status for facilities improvements	0.50	$280.00	**$140.00**
Service	12/02/2025 - Admin: Systems Setup and Maintenance / John Salomone: Updating the Progress review Microsoft form	1.00	$100.00	**$100.00**
Service	12/02/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting	2.00	$280.00	**$560.00**
Service	12/02/2025 - Meeting, Recurring: Internal / John Salomone: Team meeting	2.25	$100.00	**$225.00**
Service	12/02/2025 - Admin: Systems Setup and Maintenance / John Salomone: Smartsheet reporting	0.75	$100.00	**$75.00**
Service	12/02/2025 - Document review: Policies / Mary Ann Viverette: Warrants with MDHR	1.75	$280.00	**$490.00**
Service	12/02/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team mtg and follow up with D Douglass	2.50	$280.00	**$700.00**
Service	12/02/2025 - Meeting Prep / David Douglass: Prepare for parties' meetings	1.00	$350.00	**$350.00**
Service	12/02/2025 - Meeting, Ad Hoc: External / David Douglass: Meeting with Commissioner Barnette, Chief 0'Hara, and DC Gaiters	1.00	$350.00	**$350.00**
Service	12/02/2025 - Meeting, Ad Hoc: External / David Douglass: Meeting with Commissioner Barnett	0.75	$350.00	**$262.50**
Service	12/02/2025 - Meeting, Recurring: Internal / David Douglass: Team Meeting	1.75	$350.00	**$612.50**
Service	12/02/2025 - Fact Finding & Analysis / David Douglass: Evaluate compliance status and issues	2.00	$350.00	**$700.00**

Service	12/02/2025 - Document review: Policies / Lisa Fink: Review Witness Cooperation policy	0.75	$280.00	**$210.00**
Service	12/02/2025 - Document review: Policies / Lisa Fink: Conduct review of 2-100s policy and related public and officer feedback	1.00	$280.00	**$280.00**
Service	12/02/2025 - Meeting Prep / Lisa Fink: Prepare for call with MDHR regarding Search Warrants policy	0.50	$280.00	**$140.00**
Service	12/02/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in call with MDHR regarding Search Warrants policy	1.75	$280.00	**$490.00**
Service	12/02/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA meeting, and continued call with D Douglass and M Viverette, then just with M Viverette regarding policies 9-301 and 2-100s.	2.50	$280.00	**$700.00**
Service	12/02/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook regarding 2-100s policies	0.50	$280.00	**$140.00**
Service	12/02/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Bill Murphy: Updated letter to MPD based upon comments from other ELEFA team members.	0.50	$280.00	**$140.00**
Service	12/02/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	2.00	$280.00	**$560.00**
Service	12/02/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Bill Murphy: Converted letter contents on Supervisor Force Review into email and forwarded to MPD and MDHR.	0.50	$280.00	**$140.00**
Service	12/02/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Discussion on 2-100	1.00	$280.00	**$280.00**
Service	12/02/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Mpls team meeting	2.25	$280.00	**$630.00**
Service	12/02/2025 - Meeting, Recurring: Internal / Carolina Maberry: Weekly meeting	1.50	$30.00	**$45.00**
Service	12/03/2025 - Meeting, Recurring: External / Mary Ann Viverette: ELEFA with MDHR	1.00	$280.00	**$280.00**
Service	12/03/2025 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa update meeting	1.00	$280.00	**$280.00**
Service	12/03/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Smartsheet discussions	0.50	$280.00	**$140.00**
Service	12/03/2025 - Admin: Systems Setup and Maintenance / John Salomone: Meeting on Smartsheet; communicate with Sudhir to schedule meeting	0.75	$100.00	**$75.00**
Service	12/03/2025 - Document review: Policies / Mary Ann Viverette: Follow up on warrant policy with L. Fink and MDHR	0.50	$280.00	**$140.00**
Service	12/03/2025 - Document review: Reports & Other Documents / Julie Solomon: Phone call with BM, MV + review CIT Refresher comments and draft email to DD/team re: CIT MN contract and training	1.50	$280.00	**$420.00**
Service	12/03/2025 - Admin: Scheduling and Coordination / John Salomone: Meeting with Ms Maberry re: Dec 25 public meeting logistics	0.25	$100.00	**$25.00**

Service	12/03/2025 - Meeting, Recurring: External / Mary Ann Viverette: IU Meeting	0.75	$280.00	**$210.00**
Service	12/03/2025 - Meeting, Recurring: External / Julie Solomon: Meeting with the City re: Facilities Tracker Review	0.75	$280.00	**$210.00**
Service	12/03/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: with A. Westbrook Leadership-Organizational issues	0.75	$280.00	**$210.00**
Service	12/03/2025 - Meeting, Recurring: External / David Douglass: MDHR check-in meeting	1.00	$350.00	**$350.00**
Service	12/03/2025 - Meeting, Recurring: External / David Douglass: IU Meeting	1.25	$350.00	**$437.50**
Service	12/03/2025 - Admin: Systems Setup and Maintenance / David Douglass: Smartsheet development	0.75	$350.00	**$262.50**
Service	12/03/2025 - Meeting, Ad Hoc: External / David Douglass: Meeting with Mr. Wasserman re report release coordination	1.00	$350.00	**$350.00**
Service	12/03/2025 - Meeting, Ad Hoc: External / David Douglass: XO check-in meeting	1.00	$350.00	**$350.00**
Service	12/03/2025 - Planning / David Douglass: Coordinate team activities	2.00	$350.00	**$700.00**
Service	12/03/2025 - Fact Finding & Analysis / David Douglass: follow-up regarding training curriculum issues	0.75	$350.00	**$262.50**
Service	12/03/2025 - Document review: Policies / Lisa Fink: Additional review of latest comments on Warrants policy to prepare for call	0.75	$280.00	**$210.00**
Service	12/03/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in call with MDHR regarding warrants policy, and follow-up finalization of policy to send to MPD	0.75	$280.00	**$210.00**
Service	12/03/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with D Douglass regarding upcoming site visit	0.25	$280.00	**$70.00**
Service	12/03/2025 - Document review: Policies / Lisa Fink: Preliminary review and assignment of QRP policy for ELEFA review	0.25	$280.00	**$70.00**
Service	12/03/2025 - Meeting, Recurring: External / Bill Murphy: Conferred with CMD Brown on training issues.	0.25	$280.00	**$70.00**
Service	12/03/2025 - Meeting, Ad Hoc: Internal / Bill Murphy: Had multiple conference calls with Julie and Mary Ann on Supervisor Force Review training and MDHR.	0.50	$280.00	**$140.00**
Service	12/03/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Smartsheet Review	0.75	$280.00	**$210.00**
Service	12/03/2025 - Meeting, Recurring: External / Arlinda Westbrook: IU check in	1.00	$280.00	**$280.00**
Service	12/03/2025 - Meeting, Recurring: External / Arlinda Westbrook: Review Panel	2.00	$280.00	**$560.00**
Service	12/04/2025 - Fact Finding & Analysis / Julie Solomon: Response to suicide, communication with wellness unit, team, BM, City etc.	1.50	$280.00	**$420.00**

Service	12/04/2025 - Document review: Reports & Other Documents / Julie Solomon: Document meeting minutes from weekly meetings with MPD/City + internal/external email	0.50	$280.00	**$140.00**
Service	12/04/2025 - Meeting, Recurring: External / John Salomone: Parties' meeting	0.75	$100.00	**$75.00**
Service	12/04/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Phone call and communication with LF, HWU, BM re: officer suicide	1.00	$280.00	**$280.00**
Service	12/04/2025 - Meeting, Ad Hoc: External / Julie Solomon: Discussion with MDHR	0.25	$280.00	**$70.00**
Service	12/04/2025 - Meeting, Recurring: External / David Douglass: Parties' check-in meeting and planning for same	1.00	$350.00	**$350.00**
Service	12/04/2025 - Meeting, Recurring: External / Lisa Fink: Participate in weekly Parties call	0.75	$280.00	**$210.00**
Service	12/04/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with City regarding QRP and 2-100s policy topics	0.50	$280.00	**$140.00**
Service	12/04/2025 - Fact Finding & Analysis / Lisa Fink: Reviewing Settlement Agreement for content related to 2-100s policies	0.50	$280.00	**$140.00**
Service	12/04/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook regarding 2-100s policies	0.25	$280.00	**$70.00**
Service	12/04/2025 - Document review: Policies / Lisa Fink: Review of QRP policy	0.25	$280.00	**$70.00**
Service	12/04/2025 - Document review: Policies / Lisa Fink: Finished ELEFA comments on 10-216 and returned to MPD	0.25	$280.00	**$70.00**
Service	12/04/2025 - Meeting, Ad Hoc: External / Bill Murphy: Had multiple calls to CMD Brown and Julie on wellness issue at Academy.	1.00	$280.00	**$280.00**
Service	12/04/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/IA	1.00	$280.00	**$280.00**
Service	12/04/2025 - Meeting, Recurring: External / Arlinda Westbrook: Parties meeting	0.75	$280.00	**$210.00**
Service	12/05/2025 - Admin: Systems Setup and Maintenance / John Salomone: Meeting with Smartsheet consultant	0.25	$100.00	**$25.00**
Service	12/05/2025 - Document review: Data Sets / David Douglass: Confer with Ms. Fink regarding policy drafting issues	0.50	$350.00	**$175.00**
Service	12/05/2025 - Admin: Scheduling and Coordination / David Douglass: coordinate team activities	3.00	$350.00	**$1,050.00**
Service	12/05/2025 - Document review: Policies / Lisa Fink: Review updated Immigration policy	0.50	$280.00	**$140.00**
Service	12/05/2025 - Document review: Policies / Lisa Fink: Quick review of EIS policy and distributed to ELEFA members for review	0.25	$280.00	**$70.00**
Service	12/08/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Phone call with MAV re: upcoming leadership meeting + CIT Refresher training comments + upcoming meeting with MDHR	1.00	$280.00	**$280.00**

Service	12/08/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with the City and training vendor re: CIT Refresher and MECC CIT to clarify ELEFA feedback and get ready for third formal submission	1.00	$280.00	**$280.00**
Service	12/08/2025 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Leadership meeting	1.00	$280.00	**$280.00**
Service	12/08/2025 - Report Preparation / Mary Ann Viverette: Note prep from 12.3.25 MDHR meeting	0.50	$280.00	**$140.00**
Service	12/08/2025 - Meeting, Recurring: Internal / John Salomone: PM meeting	0.50	$100.00	**$50.00**
Service	12/08/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Phone call with AW re: the 8 hour CIT Refresher training + draft communication responding to MDHR comments	1.75	$280.00	**$490.00**
Service	12/08/2025 - Document review: Policies / Lisa Fink: Finalize ELEFA comments on 2-100s and sent to MDHR	0.50	$280.00	**$140.00**
Service	12/08/2025 - Meeting, Recurring: External / Lisa Fink: Biweekly policy call with IU Policy Team	0.50	$280.00	**$140.00**
Service	12/08/2025 - Meeting, Recurring: Internal / Lisa Fink: Policy weekly call with David	0.50	$280.00	**$140.00**
Service	12/08/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Leadership meeting	1.00	$280.00	**$280.00**
Service	12/08/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Community survey meeting	0.50	$280.00	**$140.00**
Service	12/09/2025 - Document review: Policies / Julie Solomon: Review reproduced EIS policy	0.25	$280.00	**$70.00**
Service	12/09/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/MDHR meeting on 2-100 policy	1.50	$280.00	**$420.00**
Service	12/09/2025 - Document review: Policies / Mary Ann Viverette: with MDHR 2-100	1.50	$280.00	**$420.00**
Service	12/09/2025 - Meeting, Recurring: External / Mary Ann Viverette: IA issues with BC and A Westbrook	0.75	$280.00	**$210.00**
Service	12/09/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/IA check in meeting	1.25	$280.00	**$350.00**
Service	12/09/2025 - Admin: Systems Setup and Maintenance / John Salomone: Revising david's MS Form for tracking progress (for use in Report Writing)	2.50	$100.00	**$250.00**
Service	12/09/2025 - Document review: Policies / Eric Melancon: Review of QRP Policy language with Arlinda and Lisa	1.25	$280.00	**$350.00**
Service	12/09/2025 - Meeting, Recurring: Internal / John Salomone: Team Meeting	1.25	$100.00	**$125.00**
Service	12/09/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting	1.50	$280.00	**$420.00**
Service	12/09/2025 - Meeting Prep / Lisa Fink: Prepare for 2-100s call with MDHR	1.25	$280.00	**$350.00**

Service	12/09/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in 2-100s call with MDHR	1.50	$280.00	**$420.00**
Service	12/09/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Internal ELEFA call regarding QRP policy	1.00	$280.00	**$280.00**
Service	12/09/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in workshop with parties regarding search warrants policy	1.00	$280.00	**$280.00**
Service	12/09/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with E Melancon regarding QRP	0.25	$280.00	**$70.00**
Service	12/09/2025 - Meeting, Recurring: Internal / Lisa Fink: Weekly ELEFA meeting	1.00	$280.00	**$280.00**
Service	12/09/2025 - Meeting, Recurring: Internal / Bill Murphy: Conferred with ELEFA Team on project status.	0.75	$280.00	**$210.00**
Service	12/09/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: QRP	0.50	$280.00	**$140.00**
Service	12/09/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Mpls team meeting	1.00	$280.00	**$280.00**
Service	12/09/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.00	$280.00	**$280.00**
Service	12/09/2025 - Meeting, Recurring: Internal / Carolina Maberry	1.00	$30.00	**$30.00**
Service	12/10/2025 - Meeting, Recurring: External / Mary Ann Viverette: ELEFA/MDHR	0.75	$280.00	**$210.00**
Service	12/10/2025 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Pointing audit development meeting	0.75	$280.00	**$210.00**
Service	12/10/2025 - Meeting, Recurring: External / Mary Ann Viverette: ELEFA/OPCR update meeting	0.75	$280.00	**$210.00**
Service	12/10/2025 - Document review: Data Sets / Eric Melancon: Review of draft audit methodology for pointing/UOF	1.00	$280.00	**$280.00**
Service	12/10/2025 - Document review: Policies / Eric Melancon: Review of EIS policy submisison	0.25	$280.00	**$70.00**
Service	12/10/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with City regarding project management	0.25	$280.00	**$70.00**
Service	12/10/2025 - Document review: Policies / Lisa Fink: Reviewing EIS policy	1.00	$280.00	**$280.00**
Service	12/10/2025 - Planning / Lisa Fink: Follow-up with ELEFA regarding templates and compliance tracking	0.75	$280.00	**$210.00**
Service	12/10/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: MDHR/Elefa	1.00	$280.00	**$280.00**
Service	12/10/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Review of Pointing UOF Audit Methodology	1.00	$280.00	**$280.00**
Service	12/10/2025 - Meeting, Recurring: External / Arlinda Westbrook: IU Check in meeting	1.00	$280.00	**$280.00**

Service	12/10/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR	1.00	$280.00	**$280.00**
Service	12/10/2025 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR check in	1.00	$280.00	**$280.00**
Service	12/10/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Review Report Fact Sheet and Talking Points	0.75	$280.00	**$210.00**
Service	12/10/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: MPD standing workshop meeting	2.00	$280.00	**$560.00**
Service	12/11/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Internal meeting to workshop EIS policy	1.00	$280.00	**$280.00**
Service	12/11/2025 - Document review: Policies / Eric Melancon: Internal meeting on EIS policy revisions	1.00	$280.00	**$280.00**
Service	12/11/2025 - Document review: Policies / Eric Melancon: Internal meeting on QRP policy revisions	0.25	$280.00	**$70.00**
Service	12/11/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: ELEFA leadership and MDHR - feedback before final input on Progress report, clarification questions	1.00	$280.00	**$280.00**
Service	12/11/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/MDHR meeting on Elefa Draft Report-Accountability Section Discussion	1.00	$280.00	**$280.00**
Service	12/11/2025 - Meeting, Ad Hoc: External / Julie Solomon: Meeting with BC to discuss CIT + internal/external email	0.50	$280.00	**$140.00**
Service	12/11/2025 - Document review: Policies / Lisa Fink: Additional review of 2-100s policy comments	1.25	$280.00	**$350.00**
Service	12/11/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: EIS policy call with E Melancon and J Solomon and follow-up with E Melancon re QRP	1.00	$280.00	**$280.00**
Service	12/11/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Continued QRP discussion with E Melancon	0.25	$280.00	**$70.00**
Service	12/11/2025 - Meeting, Ad Hoc: External / Lisa Fink: Call with MPD re 9-100s definitions	0.50	$280.00	**$140.00**
Service	12/11/2025 - Document review: Training / Bill Murphy: Evaluated MPD proposed lesson plan format and made comments to the documents.	1.00	$280.00	**$280.00**
Service	12/12/2025 - Document review: Policies / Mary Ann Viverette: Discussion with MDHR 2-100 draft feedback	2.00	$280.00	**$560.00**
Service	12/12/2025 - Meeting, Ad Hoc: External / Eric Melancon: Meeting with MDHR on QRP policy draft	1.00	$280.00	**$280.00**
Service	12/12/2025 - Meeting Prep / Lisa Fink: Prepare for meeting regarding 2-100s	0.25	$280.00	**$70.00**
Service	12/12/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in call with MDHR regarding 2-100s	2.00	$280.00	**$560.00**
Service	12/12/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in call with MDHR regarding QRP policy	1.00	$280.00	**$280.00**

Service	12/12/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Finalize and send 2-100s related materials to MPD	0.25	$280.00	**$70.00**
Service	12/12/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: 2-100 continued workshopping	2.00	$280.00	**$560.00**
Service	12/12/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: QRP-Elefa/MDHR discussion	1.00	$280.00	**$280.00**
Service	12/14/2025 - Document review: Reports & Other Documents / Lisa Fink: Review of MPD/City's comments on draft semiannual report	1.25	$280.00	**$350.00**
Service	12/15/2025 - Meeting Prep / Eric Melancon: Updated weekly form	0.25	$280.00	**$70.00**
Service	12/15/2025 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email + complete weekly internal progress report.	0.25	$280.00	**$70.00**
Service	12/15/2025 - Progress Evaluation & Reporting / Eric Melancon: Meeting with Smartsheet vendor on dashboard tracker for compliance tasks	0.25	$280.00	**$70.00**
Service	12/15/2025 - Report Preparation / Mary Ann Viverette: Reviews of City and MDHR 3rd progress report feedback	1.00	$280.00	**$280.00**
Service	12/15/2025 - Document review: Reports & Other Documents / Lisa Fink: Review QRP slides	0.25	$280.00	**$70.00**
Service	12/15/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with M Viverette regarding various topics - team tasks, 2-100s, warrants	0.50	$280.00	**$140.00**
Service	12/15/2025 - Meeting Prep / Lisa Fink: Completed weekly report for ELEFA meeting	0.25	$280.00	**$70.00**
Service	12/15/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: ELEFA meeting to prepare for policy timelines meeting with MPD	1.50	$280.00	**$420.00**
Service	12/15/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Discussion with J Salomone regarding project planning and management	0.50	$280.00	**$140.00**
Service	12/15/2025 - Meeting, Party Principals / David Douglass: Meeting with BC Martin and follow-up re same	1.00	$350.00	**$350.00**
Service	12/15/2025 - Planning / David Douglass: Planning for onsite activities including Team Lead meetings.	6.00	$350.00	**$2,100.00**
Service	12/15/2025 - Document review: Policies / David Douglass: Policy status review.	1.00	$350.00	**$350.00**
Service	12/15/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Team Leads Meeting	1.00	$280.00	**$280.00**
Service	12/16/2025 - Meeting, Ad Hoc: Internal / Julie Solomon: Phone call with AW re: MPD/MDHR CIT and request for on-site facility verification	0.50	$280.00	**$140.00**
Service	12/16/2025 - Meeting, Ad Hoc: External / John Salomone: Planning meeting with MPLS and ELEFA staff	6.00	$100.00	**$600.00**
Service	12/16/2025 - Progress Evaluation & Reporting / Mary Ann Viverette: ELEFA and City progress development in City	8.00	$280.00	**$2,240.00**

Service	12/16/2025 - Meeting, Recurring: External / Julie Solomon: Meeting with the Health and Wellness Unit	1.50	$280.00	**$420.00**
Service	12/16/2025 - Meeting, Recurring: External / Julie Solomon: Property Services Monthly Meeting	0.50	$280.00	**$140.00**
Service	12/16/2025 - Meeting, Recurring: Internal / Julie Solomon: Weekly Team Meeting	0.75	$280.00	**$210.00**
Service	12/16/2025 - Audit / Eric Melancon: Updated draft methodology for UOF pointing audit	1.50	$280.00	**$420.00**
Service	12/16/2025 - Meeting, Recurring: Internal / John Salomone	1.25	$100.00	**$125.00**
Service	12/16/2025 - Meeting, Ad Hoc: External / Mary Ann Viverette: Roll Call 2nd Precinct	2.00	$280.00	**$560.00**
Service	12/16/2025 - Meeting Prep / Lisa Fink: Prepare for policy meeting with MPD	0.75	$280.00	**$210.00**
Service	12/16/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in policy deadlines meeting MPD	3.00	$280.00	**$840.00**
Service	12/16/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Internal ELEFA meeting	0.50	$280.00	**$140.00**
Service	12/16/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in training deadlines meeting with MPD	2.75	$280.00	**$770.00**
Service	12/16/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in internal ELEFA meeting regarding site visit, policy planning and other topics	1.00	$280.00	**$280.00**
Service	12/16/2025 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly team meeting	0.50	$280.00	**$140.00**
Service	12/16/2025 - Meeting, Recurring: Internal / Lisa Fink: Additional ELEFA meeting regarding site visit and related issues.	0.50	$280.00	**$140.00**
Service	12/16/2025 - Document review: Policies / David Douglass: Meetings with City re policy and training dates.	6.00	$350.00	**$2,100.00**
Service	12/16/2025 - Meeting, Ad Hoc: External / David Douglass: Wellness implementation update.	0.50	$350.00	**$175.00**
Service	12/16/2025 - Meeting, Ad Hoc: External / David Douglass: Attend 2nd precinct roll call	3.00	$350.00	**$1,050.00**
Service	12/16/2025 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.00	$280.00	**$280.00**
Service	12/16/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Mpls team meeting	1.00	$280.00	**$280.00**
Service	12/16/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Policy Dates Review	3.00	$280.00	**$840.00**
Service	12/16/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Training Dates Review	3.00	$280.00	**$840.00**
Service	12/16/2025 - Meeting, Recurring: Internal / Arlinda Westbrook: Mpls Team meeting	0.75	$280.00	**$210.00**

Service	12/16/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Role call 2nd precinct	2.00	$280.00	**$560.00**
Service	12/16/2025 - Fact Finding & Analysis / John Salomone: Attended 2nd Pct roll call	1.00	$100.00	**$100.00**
Service	12/17/2025 - Meeting, Party Principals / Mary Ann Viverette: All day city hall onsite meetings	8.00	$280.00	**$2,240.00**
Service	12/17/2025 - Document review: Training / Julie Solomon: CIT Refresher Review + email	1.00	$280.00	**$280.00**
Service	12/17/2025 - Fact Finding & Analysis / John Salomone: Attended MPD's QRP	4.00	$100.00	**$400.00**
Service	12/17/2025 - Meeting Prep / Lisa Fink: Prepare for site visit meetings	0.50	$280.00	**$140.00**
Service	12/17/2025 - Meeting Prep / Lisa Fink: Observe FRB and engage in follow-ups with MPD and MDHR	3.00	$280.00	**$840.00**
Service	12/17/2025 - Meeting, Ad Hoc: External / Lisa Fink: Participate in team meetings between ELEFA and MPD Implementation Unit	1.00	$280.00	**$280.00**
Service	12/17/2025 - Meeting, Ad Hoc: Internal / Lisa Fink: Participate in ELEFA internal meeting to debrief	1.00	$280.00	**$280.00**
Service	12/17/2025 - Evaluate Training or Operations / David Douglass: Attend QRP	3.00	$350.00	**$1,050.00**
Service	12/17/2025 - Meeting, Recurring: External / David Douglass: IU Check in meeting	0.50	$350.00	**$175.00**
Service	12/17/2025 - Meeting, Recurring: External / David Douglass: MDHR check in meeting.	1.00	$350.00	**$350.00**
Service	12/17/2025 - Meeting, Party Principals / David Douglass: Meeting with Chief O'Hara.	0.50	$350.00	**$175.00**
Service	12/17/2025 - Meeting, Party Principals / David Douglass: Project Management coordination meeting with City and prep for same	2.00	$350.00	**$700.00**
Service	12/17/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Civil Rights/OPCR Compliance Touchbase	1.00	$280.00	**$280.00**
Service	12/17/2025 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Project Management meeting	1.00	$280.00	**$280.00**
Service	12/17/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: QRP meeting	3.00	$280.00	**$840.00**
Service	12/17/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Project Management	1.00	$280.00	**$280.00**
Service	12/17/2025 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MPD IU	1.50	$280.00	**$420.00**
Service	12/17/2025 - Progress Evaluation & Reporting / John Salomone: Review facilities improvements at 1st Pct	0.75	$100.00	**$75.00**
Product	11/18/2025 - Lodging / Arlinda Westbrook	1.00	$377.26	**$377.26**

Product	11/19/2025 - Airfare / Arlinda Westbrook: MJRC Conference with MDHR provided SA update	1.00	$359.19	**$359.19**
Product	11/19/2025 - Minneapolis Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	$69.00	**$69.00**
Product	11/20/2025 - Minneapolis Per Diem: Full Day / Arlinda Westbrook	1.00	$92.00	**$92.00**
Product	11/21/2025 - Minneapolis Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	$69.00	**$69.00**
Product	11/21/2025 - Airfare / Arlinda Westbrook: MJRC Conference with MDHR and MPD IU leadership	1.00	$398.48	**$398.48**
Product	12/01/2025 - To and From Home Airport / David Douglass: Uber from home to airport	1.00	$57.59	**$57.59**
Product	12/01/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber airport to hotel	1.00	$42.92	**$42.92**
Product	12/01/2025 - Minneapolis Per Diem: Partial Day (day of travel) / David Douglass	1.00	$69.00	**$69.00**
Product	12/02/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass	1.00	$14.94	**$14.94**
Product	12/02/2025 - Minneapolis Per Diem: Full Day / David Douglass	1.00	$92.00	**$92.00**
Product	12/03/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass	1.00	$55.16	**$55.16**
Product	12/03/2025 - To and From Home Airport / David Douglass	1.00	$56.62	**$56.62**
Product	12/03/2025 - Lodging / David Douglass	1.00	$393.20	**$393.20**
Product	12/03/2025 - Minneapolis Per Diem: Partial Day (day of travel) / David Douglass	1.00	$69.00	**$69.00**
Product	12/03/2025 - Airfare / David Douglass	1.00	$878.97	**$878.97**
Product	12/14/2025 - Airfare / Lisa Fink: Airfare minus flight protection	1.00	$859.10	**$859.10**
Product	12/14/2025 - Minneapolis Per Diem: Partial Day (day of travel) / Lisa Fink	1.00	$69.00	**$69.00**
Product	12/14/2025 - Minneapolis Per Diem: Partial Day (day of travel) / David Douglass	1.00	$69.00	**$69.00**
Product	12/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber from the airport to the hotel	1.00	$40.10	**$40.10**
Product	12/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber to the airport	1.00	$46.16	**$46.16**
Product	12/14/2025 - To and From Home Airport / John Salomone: Uber, Home to MSY	1.00	$41.94	**$41.94**
Product	12/14/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / John Salomone: MSP to hotel	1.00	$37.93	**$37.93**
Product	12/14/2025 - Minneapolis Per Diem: Partial Day (day of travel) / John Salomone	1.00	$69.00	**$69.00**

Product	12/14/2025 - Airfare / David Douglass	1.00	$548.48	**$548.48**
Product	12/15/2025 - Minneapolis Per Diem: Partial Day (day of travel) / Mary Ann Viverette	1.00	$69.00	**$69.00**
Product	12/15/2025 - Airfare / Mary Ann Viverette	1.00	$892.97	**$892.97**
Product	12/15/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Mary Ann Viverette	1.00	$48.92	**$48.92**
Product	12/15/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Mary Ann Viverette: Dinner meeting travel with team	1.00	$17.96	**$17.96**
Product	12/15/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Lisa Fink: Uber to City Hall	1.00	$23.90	**$23.90**
Product	12/15/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Lisa Fink: Uber to accommodation from team dinner	1.00	$19.92	**$19.92**
Product	12/15/2025 - Minneapolis Per Diem: Full Day / Lisa Fink	1.00	$92.00	**$92.00**
Product	12/15/2025 - Airfare / Arlinda Westbrook	1.00	$498.48	**$498.48**
Product	12/15/2025 - Lodging / Arlinda Westbrook	1.00	$519.60	**$519.60**
Product	12/15/2025 - Minneapolis Per Diem: Full Day / David Douglass	1.00	$92.00	**$92.00**
Product	12/15/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber from dinner to hotel	1.00	$19.64	**$19.64**
Product	12/15/2025 - Minneapolis Per Diem: Full Day / John Salomone	1.00	$92.00	**$92.00**
Product	12/15/2025 - Minneapolis Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	$69.00	**$69.00**
Product	12/16/2025 - Minneapolis Per Diem: Full Day / Mary Ann Viverette	1.00	$92.00	**$92.00**
Product	12/16/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Lisa Fink: Uber to City Hall	1.00	$27.94	**$27.94**
Product	12/16/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Lisa Fink: Uber from downtown to accommodation	1.00	$22.94	**$22.94**
Product	12/16/2025 - Minneapolis Per Diem: Full Day / Lisa Fink	1.00	$92.00	**$92.00**
Product	12/16/2025 - Minneapolis Per Diem: Full Day / Arlinda Westbrook	1.00	$92.00	**$92.00**
Product	12/16/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: From the second precinct to the hotel	1.00	$19.75	**$19.75**
Product	12/16/2025 - Minneapolis Per Diem: Full Day / John Salomone	1.00	$92.00	**$92.00**
Product	12/16/2025 - Minneapolis Per Diem: Full Day / David Douglass	1.00	$92.00	**$92.00**
Product	12/17/2025 - Minneapolis Per Diem: Full Day / Mary Ann Viverette	1.00	$92.00	**$92.00**
Product	12/17/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Mary Ann Viverette: Uber team members to 2 P roll call	1.00	$16.42	**$16.42**
Product	12/17/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Lisa Fink: Uber to downtown	1.00	$31.94	**$31.94**

Product	12/17/2025 - In and Around Transportation (Uber, Taxi, Bus, Rail) / Lisa Fink: Uber to airport	1.00	$49.08	**$49.08**
Product	12/17/2025 - Minneapolis Per Diem: Partial Day (day of travel) / Lisa Fink	1.00	$69.00	**$69.00**
Product	12/17/2025 - Minneapolis Per Diem: Full Day / Arlinda Westbrook	1.00	$92.00	**$92.00**
Product	12/17/2025 - Minneapolis Per Diem: Full Day / John Salomone	1.00	$92.00	**$92.00**
Product	12/17/2025 - Minneapolis Per Diem: Full Day / David Douglass	1.00	$92.00	**$92.00**

Subtotal	**$102,275.50**
Payments	**-$102,275.50**
Amount Due	**$0.00**

Total hours: **352h**

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.