INVOICE

PAID

From

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

Invoice ID	**24**
PO Number	MPLMN-0000926499
Issue Date	03/24/2026
Due Date	04/23/2026 (Net 30)
Subject	Effective Law Enforcement for All (Supplier 0000033526), Invoice for January 18 - February 17 2025

Invoice For

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

Item Type	Description	Quantity	Unit Price	Amount
Service	01/19/2026 - Admin: Scheduling and Coordination / Eric Melancon: Coordination with Arlinda on potential deliverables in the next 6 months	1.00	$280.00	**$280.00**
Service	01/19/2026 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: EIS with Douglass, Westbrook and Melacon	0.75	$280.00	**$210.00**
Service	01/19/2026 - Meeting, Recurring: Internal / John Salomone: Team leads meeting	1.00	$100.00	**$100.00**
Service	01/19/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Leadership meeting	1.00	$280.00	**$280.00**
Service	01/19/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal email	0.25	$280.00	**$70.00**
Service	01/19/2026 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Leadership Mtg	1.00	$280.00	**$280.00**
Service	01/19/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Policy update meeting	0.50	$280.00	**$140.00**
Service	01/19/2026 - Meeting, Recurring: Internal / David Douglass: Policy call with Ms. Fink.	0.50	$350.00	**$175.00**
Service	01/19/2026 - Evaluate Training or Operations / David Douglass: Review EIS supervisor training issues.	0.75	$350.00	**$262.50**
Service	01/19/2026 - Meeting, Recurring: Internal / David Douglass: Team leads meeting.	1.00	$350.00	**$350.00**
Service	01/19/2026 - Planning / David Douglass: Develop work plans.	1.50	$350.00	**$525.00**
Service	01/19/2026 - Document review: Reports & Other Documents / Lisa Fink: Review notes from Parties meeting regarding SSCA issues	0.25	$280.00	**$70.00**
Service	01/19/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA policy call	0.50	$280.00	**$140.00**
Service	01/19/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Discussion of MDHR's EIS Training e-mail	1.00	$280.00	**$280.00**

Service	01/19/2026 - Meeting, Ad Hoc: Internal / Bill Murphy: conferred with Arlinda and forwarded six-month expectations deliverable memo.	0.75	$280.00	**$210.00**
Service	01/20/2026 - Meeting, Ad Hoc: Internal / Julie Solomon: Meeting with MAV re: six month goals + internal/external email	0.50	$280.00	**$140.00**
Service	01/20/2026 - Meeting Prep / John Salomone: Team meeting prep	0.50	$100.00	**$50.00**
Service	01/20/2026 - Planning / Mary Ann Viverette: Wellness updates for 6 month plan with J. Solomon	0.50	$280.00	**$140.00**
Service	01/20/2026 - Admin: Scheduling and Coordination / John Salomone: Sign, scan, return venue contract for MAIC public meeting on 4 Feb	0.25	$100.00	**$25.00**
Service	01/20/2026 - Document review: Training / Eric Melancon: Discussion with MPD on EIS training status and MDHR requests	1.00	$280.00	**$280.00**
Service	01/20/2026 - Meeting, Recurring: External / Julie Solomon: Monthly Heath and Wellness and EIS Progress meeting + notes + summary of HW/EIS training observation	1.50	$280.00	**$420.00**
Service	01/20/2026 - Meeting, Recurring: External / Julie Solomon: Monthly property services meeting	1.25	$280.00	**$350.00**
Service	01/20/2026 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting	1.50	$280.00	**$420.00**
Service	01/20/2026 - Meeting, Ad Hoc: External / Mary Ann Viverette: discussion with IU on progress of 9-300	0.75	$280.00	**$210.00**
Service	01/20/2026 - Meeting, Recurring: External / Mary Ann Viverette: Policy meeting	0.25	$280.00	**$70.00**
Service	01/20/2026 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Send revised MDHR response letter and Semiannual report to parties	0.50	$100.00	**$50.00**
Service	01/20/2026 - Meeting, Recurring: Internal / John Salomone: Team meeting	1.50	$100.00	**$150.00**
Service	01/20/2026 - Meeting, Ad Hoc: External / Lisa Fink: Discussion with MPD regarding SSCA submission issues	0.75	$280.00	**$210.00**
Service	01/20/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Follow up discussion with A Westbrook and M Viverette regarding SSCA issues	0.25	$280.00	**$70.00**
Service	01/20/2026 - Workshopping Session: Policy Development / Lisa Fink: 2-100s policy workshop with parties	0.25	$280.00	**$70.00**
Service	01/20/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Additional call with A Westbrook regarding SSCA policy issues	0.25	$280.00	**$70.00**
Service	01/20/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	1.50	$280.00	**$420.00**
Service	01/20/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa team meeting	1.50	$280.00	**$420.00**
Service	01/20/2026 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team meeting	1.50	$280.00	**$420.00**

Service	01/20/2026 - Admin: Scheduling and Coordination / John Salomone: Pay MAIC invoice	0.25	$100.00	**$25.00**
Service	01/20/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Discussion with MPD policy team and IU	0.75	$280.00	**$210.00**
Service	01/20/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Standing Policy Workshopping Meeting on EIS training	1.00	$280.00	**$280.00**
Service	01/20/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting on 9-100 and 9-200	1.00	$280.00	**$280.00**
Service	01/20/2026 - Meeting, Recurring: Internal / Carolina Maberry: Team Meeting	1.50	$30.00	**$45.00**
Service	01/20/2026 - Report Preparation / Carolina Maberry: IA/OPCR Audit Tool: tagging and categorizing	2.50	$30.00	**$75.00**
Service	01/20/2026 - Report Preparation / Carolina Maberry: MDHR Letter Update	0.50	$30.00	**$15.00**
Service	01/21/2026 - Meeting, Recurring: External / Mary Ann Viverette: ELEFA and MDHR leads	1.00	$280.00	**$280.00**
Service	01/21/2026 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Finalize and send email transmitting semiannual report and updated MDR response	0.25	$100.00	**$25.00**
Service	01/21/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: MDHR/Elefa meeting	1.00	$280.00	**$280.00**
Service	01/21/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR on EIS training	1.00	$280.00	**$280.00**
Service	01/21/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa meeting on EIS workshopping and implementation needs	1.00	$280.00	**$280.00**
Service	01/21/2026 - Meeting, Ad Hoc: External / Julie Solomon: EIS training meeting with the parties + draft notes + internal email + phone call with EM	2.50	$280.00	**$700.00**
Service	01/21/2026 - Meeting, Recurring: External / Mary Ann Viverette: IU and ELEFA updates with A Westbrook and L. Fink	1.00	$280.00	**$280.00**
Service	01/21/2026 - Meeting, Ad Hoc: Internal / Eric Melancon: ELEFA Internal coordination on EIS topics	1.00	$280.00	**$280.00**
Service	01/21/2026 - Document review: Training / Eric Melancon: Workshop with Parties on EIS Training for Supervisors	1.25	$280.00	**$350.00**
Service	01/21/2026 - Meeting, Ad Hoc: External / Eric Melancon: Coordination with MPD on EIS topics	0.50	$280.00	**$140.00**
Service	01/21/2026 - Meeting, Recurring: External / Eric Melancon: Meeting with MDHR on EIS	0.75	$280.00	**$210.00**
Service	01/21/2026 - Evaluate Training or Operations / Eric Melancon: Observed training related to Wellness and EIS	2.00	$280.00	**$560.00**
Service	01/21/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa Policy Call	1.00	$280.00	**$280.00**

Service	01/21/2026 - Fact Finding & Analysis / Lisa Fink: Review internal emails regarding H&W, policy review sequencing, and immigration issues as they relate to MPD	0.25	$280.00	**$70.00**
Service	01/21/2026 - Meeting, Recurring: External / Lisa Fink: Participate in ELEFA/MPD IU weekly meeting	1.00	$280.00	**$280.00**
Service	01/21/2026 - Planning / Lisa Fink: Communications with MPD regarding 9-300s submission	0.25	$280.00	**$70.00**
Service	01/22/2026 - Meeting, Recurring: External / Mary Ann Viverette: IA updates	1.00	$280.00	**$280.00**
Service	01/22/2026 - Meeting, Recurring: Internal / Julie Solomon: Facilities Assessment + internal/external email	1.00	$280.00	**$280.00**
Service	01/22/2026 - Meeting, Recurring: Internal / Eric Melancon: Monthly review of facilities improvement tracker	0.75	$280.00	**$210.00**
Service	01/22/2026 - Meeting, Party Principals / John Salomone: Parties' meeting	0.75	$100.00	**$75.00**
Service	01/22/2026 - Meeting, Recurring: External / Mary Ann Viverette: Parties meeting	0.75	$280.00	**$210.00**
Service	01/22/2026 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/IA	1.00	$280.00	**$280.00**
Service	01/22/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Check in meeting with CUAPB	0.50	$280.00	**$140.00**
Service	01/22/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Check in meeting with League of Women Voters and Plymouth Church's Reimagining Community Safety Group	0.50	$280.00	**$140.00**
Service	01/22/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with CAO imbedded attorney	0.50	$280.00	**$140.00**
Service	01/22/2026 - Meeting, Recurring: External / Arlinda Westbrook: Parties Meeting	0.50	$280.00	**$140.00**
Service	01/22/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with IA Leadership	0.25	$280.00	**$70.00**
Service	01/22/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Follow-up after Parties Meeting	0.25	$280.00	**$70.00**
Service	01/22/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR about upcoming Public Meeting	0.25	$280.00	**$70.00**
Service	01/22/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Follow up meeting with IA leadership	0.50	$280.00	**$140.00**
Service	01/22/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email	0.25	$280.00	**$70.00**
Service	01/22/2026 - Document review: Training / Lisa Fink: Review and update training observation form	0.50	$280.00	**$140.00**
Service	01/22/2026 - Meeting, Recurring: External / Lisa Fink: Participate in weekly parties meeting	0.50	$280.00	**$140.00**

Service	01/22/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook discussing project management	0.50	$280.00	**$140.00**
Service	01/22/2026 - Meeting Prep / Lisa Fink: Review of UOF policy updates to prepare for ELEFA for February public meeting	1.00	$280.00	**$280.00**
Service	01/22/2026 - Document review: Reports & Other Documents / Bill Murphy: Researched Supervisor Force Review training and forwarded email response to David.	0.50	$280.00	**$140.00**
Service	01/22/2026 - Community Engagement Activities / Carolina Maberry: Carolina & Arlinda Westbrook Minneapolis Public Meeting discussion	1.00	$30.00	**$30.00**
Service	01/23/2026 - Document review: Policies / Mary Ann Viverette: Final review of 10-216 per L. Fink	0.50	$280.00	**$140.00**
Service	01/23/2026 - Meeting, Recurring: External / Eric Melancon: Biweekly updates from City IT	1.00	$280.00	**$280.00**
Service	01/23/2026 - Planning / Lisa Fink: Review notes from Parties meeting and other communications regarding SA work	0.25	$280.00	**$70.00**
Service	01/23/2026 - Meeting, Ad Hoc: External / Lisa Fink: Participate in call with City regarding FTO SOP status of work	0.75	$280.00	**$210.00**
Service	01/23/2026 - Document review: Reports & Other Documents / Lisa Fink: Review deadline document provided by MPD	0.25	$280.00	**$70.00**
Service	01/23/2026 - Document review: Policies / Lisa Fink: Review of approval submission of policy 10-216	0.25	$280.00	**$70.00**
Service	01/23/2026 - Document review: Policies / Lisa Fink: Finished review of UOF policy updates to prepare for ELEFA for February public meeting	0.75	$280.00	**$210.00**
Service	01/23/2026 - Document review: Policies / Eric Melancon: Reviewed proposal on QRP schedule and developed feedback	1.00	$280.00	**$280.00**
Service	01/24/2026 - Community Engagement Activities / Arlinda Westbrook: Check in meetings with various community partners	1.00	$280.00	**$280.00**
Service	01/26/2026 - Meeting, Recurring: External / Julie Solomon: EIS/ELEFA TA	1.00	$280.00	**$280.00**
Service	01/26/2026 - Meeting, Recurring: External / Eric Melancon: Monthly status update meeting with MPD on EIS implementation	1.00	$280.00	**$280.00**
Service	01/26/2026 - Admin: Document Coding, Storage, and Tracking / John Salomone: Smartsheet - review Sudhir's work	0.50	$100.00	**$50.00**
Service	01/26/2026 - Meeting, Recurring: Internal / John Salomone: PM meeting (MPLS topics)	0.50	$100.00	**$50.00**
Service	01/26/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Preparation of future Accountability audits	1.50	$280.00	**$420.00**
Service	01/26/2026 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Development of Accountability Audit checklists with A. Westbrook	1.50	$280.00	**$420.00**
Service	01/26/2026 - Admin: Scheduling and Coordination / John Salomone: insurance coverage for Feb public meeting	0.50	$100.00	**$50.00**

Service	01/26/2026 - Meeting, Recurring: External / Eric Melancon: Coordination with Arlinda on Proposed 2026 schedule of QRP topics	0.50	$280.00	**$140.00**
Service	01/26/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call w A Westbrook, E Melancon added in later, discussing QRP planning and evaluation	0.25	$280.00	**$70.00**
Service	01/27/2026 - Document review: Policies / David Douglass: Policy coordination meeting with Ms. Finn and Ms. Westbrook.	0.50	$350.00	**$175.00**
Service	01/27/2026 - Planning / David Douglass: Project management planning	1.00	$350.00	**$350.00**
Service	01/27/2026 - Meeting Prep / John Salomone: Prep for team meeting and communicate with Eric M and schedule related meeting	1.00	$100.00	**$100.00**
Service	01/27/2026 - Meeting, Ad Hoc: Internal / John Salomone: Smartsheet update review	1.00	$100.00	**$100.00**
Service	01/27/2026 - Meeting, Recurring: External / Julie Solomon: Review Discipline Matrix	0.25	$280.00	**$70.00**
Service	01/27/2026 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: With Carolina - audit excel document preparation	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Ad Hoc: External / Mary Ann Viverette: QRP Meet and Confer	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Recurring: Internal / John Salomone: Weekly Team Meeting	2.00	$100.00	**$200.00**
Service	01/27/2026 - Meeting, Recurring: Internal / Julie Solomon: Team Meeting	2.00	$280.00	**$560.00**
Service	01/27/2026 - Meeting, Recurring: Internal / Eric Melancon: Weekly Team Meeting	2.00	$280.00	**$560.00**
Service	01/27/2026 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Coordination with John on Smartsheet compliance tracker	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Ad Hoc: External / Eric Melancon: Discussion of MPD proposal for QRP with MDHR	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Ad Hoc: External / Eric Melancon: Meeting with Parties on QRP proposed schedule	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Ad Hoc: Internal / Eric Melancon: Debrief of QRP meeting discussion with Arlinda	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Policy call	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Planning meeting to discuss the upcoming public meeting	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: QRP Meet and Confer	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Follow up meeting to QRP meet and confer	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: QRP pre-meeting discussion with MDHR	0.50	$280.00	**$140.00**

Service	01/27/2026 - Meeting, Recurring: External / David Douglass: Check-in with Chief O'Hara.	0.50	$350.00	**$175.00**
Service	01/27/2026 - Meeting, Recurring: External / David Douglass: QRP meet and confer	0.50	$350.00	**$175.00**
Service	01/27/2026 - Document review: Policies / Eric Melancon: Review of Draft Matrix	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team Meeting	1.50	$280.00	**$420.00**
Service	01/27/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Mpls team meeting	1.25	$280.00	**$350.00**
Service	01/27/2026 - Planning / Lisa Fink: Received, uploaded and shared Corrective Action Matrix for team review	0.25	$280.00	**$70.00**
Service	01/27/2026 - Meeting Prep / Lisa Fink: Prepare for ELEFA weekly policy meeting	0.25	$280.00	**$70.00**
Service	01/27/2026 - Meeting Prep / Lisa Fink: Complete weekly report for ELEFA team meeting	0.25	$280.00	**$70.00**
Service	01/27/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA policy weekly meeting	0.50	$280.00	**$140.00**
Service	01/27/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA team meeting	1.75	$280.00	**$490.00**
Service	01/27/2026 - Meeting, Ad Hoc: Internal / Carolina Maberry: Developing IA/OPCR Audit Tool: Meeting with Mary Ann Viverette	1.00	$30.00	**$30.00**
Service	01/27/2026 - Report Preparation / Carolina Maberry: Edits to Audit Tool based on meeting	2.50	$30.00	**$75.00**
Service	01/27/2026 - Meeting, Recurring: Internal / Carolina Maberry	1.00	$30.00	**$30.00**
Service	01/28/2026 - Document review: Policies / Mary Ann Viverette: Reviewed and commented on Matrix (first look since submission) and comments from community, officers and supervisors	1.50	$280.00	**$420.00**
Service	01/28/2026 - Meeting, Recurring: External / Mary Ann Viverette: MDHR meeting	0.25	$280.00	**$70.00**
Service	01/28/2026 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: IA Work Plan discussion (re: backlogs) with D Douglass and A Westbrook	0.75	$280.00	**$210.00**
Service	01/28/2026 - Document review: Reports & Other Documents / Julie Solomon: Review Property services meeting minutes + email City + Review Discipline Matrix + Comments	1.50	$280.00	**$420.00**
Service	01/28/2026 - Meeting, Recurring: External / Mary Ann Viverette: IU Update	1.00	$280.00	**$280.00**
Service	01/28/2026 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa check in	0.50	$280.00	**$140.00**
Service	01/28/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: IA investigative plan discussion	1.00	$280.00	**$280.00**

Service	01/28/2026 - Meeting, Recurring: External / Arlinda Westbrook: IU Check in meeting	1.00	$280.00	**$280.00**
Service	01/28/2026 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR check in	1.00	$280.00	**$280.00**
Service	01/28/2026 - Meeting, Recurring: External / Mary Ann Viverette: OPCR update	0.75	$280.00	**$210.00**
Service	01/28/2026 - Meeting, Recurring: External / David Douglass: MDHR CHECK IN	0.50	$350.00	**$175.00**
Service	01/28/2026 - Meeting, Recurring: External / David Douglass: IU weekly check in	0.50	$350.00	**$175.00**
Service	01/28/2026 - Audit / David Douglass: Discuss IU questions with Ms. Westbrook and Ms. Viverette.	1.00	$350.00	**$350.00**
Service	01/28/2026 - Document review: Reports & Other Documents / David Douglass: We're reviewing realized draft coaching audit	1.25	$350.00	**$437.50**
Service	01/28/2026 - Document review: Reports & Other Documents / David Douglass: Review survey documents sent forward two parties.	0.75	$350.00	**$262.50**
Service	01/28/2026 - Planning / Lisa Fink: Communications about various policy topics with ELEFA members	0.25	$280.00	**$70.00**
Service	01/28/2026 - Document review: Policies / Lisa Fink: Review 10-216 and MDHR communications regarding the policy	0.50	$280.00	**$140.00**
Service	01/28/2026 - Meeting, Ad Hoc: External / Lisa Fink: Calls with MDHR regarding 10-216	0.50	$280.00	**$140.00**
Service	01/28/2026 - Meeting, Ad Hoc: Internal / Carolina Maberry: Public Meeting Discussion	1.00	$30.00	**$30.00**
Service	01/28/2026 - Community Engagement Activities / Carolina Maberry: Virtual Attendance flyer and social media versions of Feb meeting flyer	1.50	$30.00	**$45.00**
Service	01/28/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Public Meeting Discussion	0.75	$280.00	**$210.00**
Service	01/29/2026 - Audit / Eric Melancon: Discussion of Audit progress with Implementation Unit	1.00	$280.00	**$280.00**
Service	01/29/2026 - Planning / John Salomone: Public meeting logistics	0.25	$100.00	**$25.00**
Service	01/29/2026 - Meeting, Recurring: External / John Salomone: Parties' Meeting	0.25	$100.00	**$25.00**
Service	01/29/2026 - Admin: Other / John Salomone: Purchase event insurance for public meeting	0.50	$100.00	**$50.00**
Service	01/29/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Weekly Team Meeting Report + email	0.25	$280.00	**$70.00**
Service	01/29/2026 - Document review: Policies / Lisa Fink: Conduct preliminary review of Corrective Action Matrix	0.50	$280.00	**$140.00**
Service	01/29/2026 - Meeting, Ad Hoc: External / Lisa Fink: Call with City regarding Matrix, and continued discussion regarding FTO SOP	1.00	$280.00	**$280.00**

Service	01/29/2026 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/Fit Bi-Weekly Meeting	1.00	$280.00	**$280.00**
Service	01/29/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa Training Discussion	1.00	$280.00	**$280.00**
Service	01/29/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Matrix Convo	1.00	$280.00	**$280.00**
Service	01/29/2026 - Meeting, Recurring: External / Arlinda Westbrook: Parties Meeting	0.50	$280.00	**$140.00**
Service	01/30/2026 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Updates to Smartsheet on task and paragraph status	2.25	$280.00	**$630.00**
Service	01/30/2026 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Coordination with David on Project Management tools	0.50	$280.00	**$140.00**
Service	01/30/2026 - Document review: Reports & Other Documents / Lisa Fink: Review MDHR's response to 10-216 approval submission	0.25	$280.00	**$70.00**
Service	01/30/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with E Melancon regarding deadlines and upcoming work for tracker	0.25	$280.00	**$70.00**
Service	02/01/2026 - Meeting, Ad Hoc: Internal / Carolina Maberry: Meet w/ Arlinda to finalize public meeting logistics	1.00	$30.00	**$30.00**
Service	02/01/2026 - Community Engagement Activities / Arlinda Westbrook: Public meeting prep and discussion	1.50	$280.00	**$420.00**
Service	02/01/2026 - Planning / David Douglass: Prepare for on site meetings	3.00	$350.00	**$1,050.00**
Service	02/02/2026 - Planning / Lisa Fink: Received and shared 2-100s policies for ELEFA review and began review	0.25	$280.00	**$70.00**
Service	02/02/2026 - Planning / Lisa Fink: Participate in biweekly call with MPD Policy Team	0.50	$280.00	**$140.00**
Service	02/02/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly policy meeting with ELEFA leadership	0.75	$280.00	**$210.00**
Service	02/02/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Policy update meeting	1.00	$280.00	**$280.00**
Service	02/02/2026 - Community Engagement Activities / Carolina Maberry: Press release edits and materials for public meeting	1.50	$30.00	**$45.00**
Service	02/02/2026 - Document review: Reports & Other Documents / Arlinda Westbrook: Public meeting preparation	2.00	$280.00	**$560.00**
Service	02/02/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Elefa on site planning meeting	1.50	$280.00	**$420.00**
Service	02/02/2026 - Document review: Policies / David Douglass: Policy review	2.00	$350.00	**$700.00**
Service	02/02/2026 - Document review: Policies / David Douglass: Policy meeting with Ms. Fink	1.00	$350.00	**$350.00**
Service	02/02/2026 - Admin: Scheduling and Coordination / David Douglass: Miscellaneous coordination and scheduling during onsite	1.00	$350.00	**$350.00**

Service	02/03/2026 - Meeting Prep / Eric Melancon: Prepared notes in survey for team meeting	0.50	$280.00	**$140.00**
Service	02/03/2026 - Evaluate Training or Operations / Julie Solomon: Active Listening, effective communication and mental health crisis calls training + internal email	1.25	$280.00	**$350.00**
Service	02/03/2026 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting	0.75	$280.00	**$210.00**
Service	02/03/2026 - Meeting, Recurring: Internal / John Salomone: Team meeting	0.50	$100.00	**$50.00**
Service	02/03/2026 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	0.50	$280.00	**$140.00**
Service	02/03/2026 - Planning / Lisa Fink: Follow up communications regarding crowd control policies	0.25	$280.00	**$70.00**
Service	02/03/2026 - Document review: Policies / Lisa Fink: Conduct partial review of Corrective Action Matrix	0.25	$280.00	**$70.00**
Service	02/03/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly meeting	0.75	$280.00	**$210.00**
Service	02/03/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Public meeting preparation on site in Minneapolis	2.00	$280.00	**$560.00**
Service	02/03/2026 - Community Engagement Activities / Arlinda Westbrook: On site meeting with UCMT to discuss community partner contract	2.50	$280.00	**$700.00**
Service	02/03/2026 - Community Engagement Activities / Carolina Maberry: Minneapolis Community Engagement On-Site	2.00	$30.00	**$60.00**
Service	02/03/2026 - Community Engagement Activities / Carolina Maberry: UCMT MOA edits	1.50	$30.00	**$45.00**
Service	02/03/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with Precinct Inspector Officer engagement	2.00	$280.00	**$560.00**
Service	02/03/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: IA Group Intake meeting on site	2.00	$280.00	**$560.00**
Service	02/03/2026 - Community Engagement Activities / Arlinda Westbrook: Meeting with Plymouth and League of Women Voters	1.00	$280.00	**$280.00**
Service	02/03/2026 - Community Engagement Activities / David Douglass: Meet with UCMT	2.00	$350.00	**$700.00**
Service	02/03/2026 - Meeting, Ad Hoc: External / David Douglass: Meet with Inspector Adams	2.50	$350.00	**$875.00**
Service	02/03/2026 - Community Engagement Activities / David Douglass: Meeting with community members	1.00	$350.00	**$350.00**
Service	02/03/2026 - Meeting, Recurring: Internal / David Douglass: Weekly team meeting	1.50	$350.00	**$525.00**
Service	02/04/2026 - Document review: Reports & Other Documents / Julie Solomon: CJIS	0.75	$280.00	**$210.00**

Service	02/04/2026 - Admin: Document Coding, Storage, and Tracking / John Salomone: logistics for public meeting - printing	0.25	$100.00	**$25.00**
Service	02/04/2026 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Prep parties meeting slides	0.25	$100.00	**$25.00**
Service	02/04/2026 - Admin: Systems Setup and Maintenance / John Salomone: Smartsheet review	0.25	$100.00	**$25.00**
Service	02/04/2026 - Meeting, Recurring: External / Julie Solomon: Facilities Review with MPD + notes	0.75	$280.00	**$210.00**
Service	02/04/2026 - Meeting, Ad Hoc: Internal / Eric Melancon: Meeting with David on smartsheet tracker	0.50	$280.00	**$140.00**
Service	02/04/2026 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Updated smartsheet task tracker	0.50	$280.00	**$140.00**
Service	02/04/2026 - Audit / Eric Melancon: Updated UOF pointing audit methodology document	0.25	$280.00	**$70.00**
Service	02/04/2026 - Document review: Policies / Lisa Fink: Conduct review of MPD Corrective Action Matrix	2.00	$280.00	**$560.00**
Service	02/04/2026 - Planning / Lisa Fink: Receive, process, respond, share internally 9-100 and 9-200 submission	0.25	$280.00	**$70.00**
Service	02/04/2026 - Community Engagement Activities / Carolina Maberry: Minneapolis Community Meeting Prep and Setup	3.00	$30.00	**$90.00**
Service	02/04/2026 - Community Engagement Activities / Carolina Maberry: Graphics for community meeting	2.00	$30.00	**$60.00**
Service	02/04/2026 - Community Engagement Activities / Carolina Maberry: Community Meeting	2.00	$30.00	**$60.00**
Service	02/04/2026 - Fact Finding & Analysis / Arlinda Westbrook: Site visit with Mpls IA unit	2.00	$280.00	**$560.00**
Service	02/04/2026 - Meeting, Recurring: External / Arlinda Westbrook: IU Chech in Meeting	1.00	$280.00	**$280.00**
Service	02/04/2026 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR	1.00	$280.00	**$280.00**
Service	02/04/2026 - Community Engagement Activities / Arlinda Westbrook: Public Meeting and preparation American Indian Center	5.00	$280.00	**$1,400.00**
Service	02/04/2026 - Meeting, Ad Hoc: External / David Douglass: Meeting with Comm. Lucero	2.00	$350.00	**$700.00**
Service	02/04/2026 - Meeting, Recurring: Internal / David Douglass: IU checkin meeting	1.00	$350.00	**$350.00**
Service	02/04/2026 - Meeting, Recurring: External / David Douglass: Meeting with Mses. Martin and Saunders and Mr. Jeffries	0.75	$350.00	**$262.50**
Service	02/04/2026 - Planning / David Douglass: Review Smartsheet needs and use and meeting with Mr. Melancon regarding same	2.00	$350.00	**$700.00**
Service	02/05/2026 - Meeting, Party Principals / John Salomone: Parties' meeting, including follow-up and prepping next week's agenda	1.25	$100.00	**$125.00**

Service	02/05/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email	0.25	$280.00	**$70.00**
Service	02/05/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook regarding policy submissions, matrix review and other topics	0.25	$280.00	**$70.00**
Service	02/05/2026 - Meeting, Recurring: External / Lisa Fink: Participate in weekly Parties meeting	1.00	$280.00	**$280.00**
Service	02/05/2026 - Meeting, Ad Hoc: Internal / Julie Solomon: Phone call (LF) re: communication plan internal/external	0.50	$280.00	**$140.00**
Service	02/05/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with CAO	2.00	$280.00	**$560.00**
Service	02/05/2026 - Meeting, Ad Hoc: External / David Douglass: Lunch with Ms. Anderson-Keller	1.00	$350.00	**$350.00**
Service	02/05/2026 - Meeting, Recurring: External / David Douglass: Parties' meeting	1.00	$350.00	**$350.00**
Service	02/05/2026 - Planning / David Douglass: Review notes and tasks	4.00	$350.00	**$1,400.00**
Service	02/06/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Team meeting report + email	0.25	$280.00	**$70.00**
Service	02/06/2026 - Document review: Training / Eric Melancon: Developed written feedback for BWC training	1.00	$280.00	**$280.00**
Service	02/06/2026 - Meeting, Ad Hoc: External / Eric Melancon: Meeting with MDHR on BWC training submission	0.50	$280.00	**$140.00**
Service	02/06/2026 - Meeting, Recurring: External / Eric Melancon: Biweekly meeting with City IT on data plan progress	0.75	$280.00	**$210.00**
Service	02/06/2026 - Admin: Scheduling and Coordination / Eric Melancon: Coordination with David on feedback related to EIS and BWC topics	0.50	$280.00	**$140.00**
Service	02/06/2026 - Document review: Policies / Lisa Fink: Conduct review of updated 2-100s policies	2.50	$280.00	**$700.00**
Service	02/06/2026 - Planning / Lisa Fink: Received, processed, shared and began review of multiple policy submissions received by MPD	0.75	$280.00	**$210.00**
Service	02/06/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with D Douglass regarding Matrix review and Pepperball review	0.25	$280.00	**$70.00**
Service	02/06/2026 - Document review: Policies / Lisa Fink: Review BWC and PJ audit SOPs	0.75	$280.00	**$210.00**
Service	02/06/2026 - Document review: Policies / Lisa Fink: Additional review of corrective action matrix and public & officer feedback log on matrix	0.75	$280.00	**$210.00**
Service	02/06/2026 - Admin: Other / Lisa Fink: Complete CJIS training/certification	0.75	$280.00	**$210.00**
Service	02/06/2026 - Meeting, Ad Hoc: External / Bill Murphy: Conferred with Arlinda and then John Humphries over MPD training improvements.	1.00	$280.00	**$280.00**
Service	02/06/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: OPCR Intake Case Presentations	2.00	$280.00	**$560.00**

Service	02/06/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: BWC Training Discussion with MDHR	0.50	$280.00	**$140.00**
Service	02/09/2026 - Document review: Reports & Other Documents / Julie Solomon: Review Hours worked policy and provide comments + Discussion on MECC training plan + internal/external email	1.50	$280.00	**$420.00**
Service	02/09/2026 - Meeting, Recurring: Internal / John Salomone: Weekly project management meeting	0.50	$100.00	**$50.00**
Service	02/09/2026 - Meeting, Recurring: Internal / John Salomone: Team leads meeting	0.50	$100.00	**$50.00**
Service	02/09/2026 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Leadership	0.50	$280.00	**$140.00**
Service	02/09/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email	0.25	$280.00	**$70.00**
Service	02/09/2026 - Document review: Policies / Eric Melancon: Review of BWC SOPs	1.00	$280.00	**$280.00**
Service	02/09/2026 - Planning / David Douglass: Planning meeting with Mr. Salomone.	0.50	$350.00	**$175.00**
Service	02/09/2026 - Planning / David Douglass: Team lead meeting.	0.50	$350.00	**$175.00**
Service	02/09/2026 - Document review: Policies / David Douglass: Policy status call with Mses. Fink and Westbrook and follow-up analysis regarding 9-100.	1.00	$350.00	**$350.00**
Service	02/09/2026 - Planning / Lisa Fink: Communications and scheduling regarding 2-100s and Matrix review	0.25	$280.00	**$70.00**
Service	02/09/2026 - Meeting Prep / Lisa Fink: Complete weekly ELEFA report	0.25	$280.00	**$70.00**
Service	02/09/2026 - Document review: Policies / Lisa Fink: Conduct review and evaluation of 9-100s and 9-200s	1.50	$280.00	**$420.00**
Service	02/09/2026 - Meeting Prep / Lisa Fink: Prepare for weekly ELEFA policy meeting	0.25	$280.00	**$70.00**
Service	02/09/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA policy meeting	1.00	$280.00	**$280.00**
Service	02/09/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with E Melancon regarding BWC and Procedural Justice audit SOPs	0.25	$280.00	**$70.00**
Service	02/09/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Lead Meeting	1.00	$280.00	**$280.00**
Service	02/09/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Policy Call	1.00	$280.00	**$280.00**
Service	02/10/2026 - Document review: Policies / Mary Ann Viverette: Met with L. Fink and A Westbrook on Matrix and 2-100 feedback	2.00	$280.00	**$560.00**
Service	02/10/2026 - Meeting Prep / John Salomone: Team meeting prep	0.25	$100.00	**$25.00**
Service	02/10/2026 - Report Preparation / Mary Ann Viverette: Review of D Douglass comments on Coaching report	0.75	$280.00	**$210.00**

Service	02/10/2026 - Document review: Policies / Mary Ann Viverette: Follow up review of Matrix (second meeting) with L. Fink and A. Westbrook	1.50	$280.00	**$420.00**
Service	02/10/2026 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Review of Tracker Info/Content with David	0.50	$280.00	**$140.00**
Service	02/10/2026 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.00	$280.00	**$280.00**
Service	02/10/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Weekly Team Meeting	1.50	$280.00	**$420.00**
Service	02/10/2026 - Meeting, Recurring: Internal / Mary Ann Viverette: ELEFA Team Meeting	1.50	$280.00	**$420.00**
Service	02/10/2026 - Meeting, Recurring: Internal / Carolina Maberry: Team Meeting	1.50	$30.00	**$45.00**
Service	02/10/2026 - Report Preparation / Carolina Maberry: Reviewing coaching audit changes and comments	1.00	$30.00	**$30.00**
Service	02/10/2026 - Planning / David Douglass: Confer with Mr. Melancon regarding project management and follow up regarding same.	1.25	$350.00	**$437.50**
Service	02/10/2026 - Meeting, Recurring: Internal / David Douglass: Weekly team meeting.	1.50	$350.00	**$525.00**
Service	02/10/2026 - Document review: Policies / David Douglass: Review CUAPB v. Minneapolis regarding what constitutes public information that could be posted on the discipline dashboard.	0.50	$350.00	**$175.00**
Service	02/10/2026 - Progress Evaluation & Reporting / David Douglass: Review action items.	0.50	$350.00	**$175.00**
Service	02/10/2026 - Meeting Prep / Lisa Fink: Prepare for internal call regarding Matrix	0.25	$280.00	**$70.00**
Service	02/10/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Participate in 2 internal calls regarding Corrective Action Matrix	3.50	$280.00	**$980.00**
Service	02/10/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly team meeting	1.25	$280.00	**$350.00**
Service	02/10/2026 - Document review: Policies / Lisa Fink: Conducted review of BWC and PJ Audit SOPs	0.25	$280.00	**$70.00**
Service	02/10/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Matrix and 2-100	2.00	$280.00	**$560.00**
Service	02/10/2026 - Meeting, Recurring: External / Arlinda Westbrook: Check in with IU community engagement discussion	1.00	$280.00	**$280.00**
Service	02/10/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: 9-100 and 9-200- Workshopping	1.50	$280.00	**$420.00**
Service	02/10/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly Minneapolis Team Meeting	1.50	$280.00	**$420.00**
Service	02/11/2026 - Meeting, Recurring: External / Mary Ann Viverette: Meeting with ELEFA and MDHR	0.25	$280.00	**$70.00**

Service	02/11/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email	0.25	$280.00	**$70.00**
Service	02/11/2026 - Meeting, Ad Hoc: External / Julie Solomon: Workshop MECC training plan with the parties	1.25	$280.00	**$350.00**
Service	02/11/2026 - Meeting, Ad Hoc: External / Julie Solomon: Phone call with Ganesha and phone call with EM re: EIS/HWU/Personnel issues	1.00	$280.00	**$280.00**
Service	02/11/2026 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Updated of task tracker deadlines and status	4.50	$280.00	**$1,260.00**
Service	02/11/2026 - Document review: Training / Eric Melancon: Responded to questions from MPD/CAO on BWC training	0.25	$280.00	**$70.00**
Service	02/11/2026 - Document review: Policies / Mary Ann Viverette: 2-100 and 9-100 with L. Fink	1.50	$280.00	**$420.00**
Service	02/11/2026 - Meeting, Ad Hoc: External / Julie Solomon: Phone call with MDHR re: MECC	0.25	$280.00	**$70.00**
Service	02/11/2026 - Document review: Policies / Lisa Fink: Reviewed limitation on hours worked policy (3-310)	1.00	$280.00	**$280.00**
Service	02/11/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with E Melancon on policy statuses and deadlines	0.50	$280.00	**$140.00**
Service	02/11/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Participate in call with A Westbrook and M Viverette re 2-100s; stayed on with M Viverette regarding SSCA policies	1.50	$280.00	**$420.00**
Service	02/11/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Finalize ELEFA comments on 2-100s and sent to City/MPD	0.75	$280.00	**$210.00**
Service	02/11/2026 - Community Engagement Activities / Carolina Maberry: Building a Contact Management Document/System	2.00	$30.00	**$60.00**
Service	02/11/2026 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa checkin	0.50	$280.00	**$140.00**
Service	02/11/2026 - Meeting, Recurring: External / Arlinda Westbrook: IU Check in	1.00	$280.00	**$280.00**
Service	02/11/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: 2-100 internal cont'd	2.00	$280.00	**$560.00**
Service	02/12/2026 - Document review: Policies / Eric Melancon: Review of hours worked policy	0.25	$280.00	**$70.00**
Service	02/12/2026 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Updates of task tracker deadlines and status	0.50	$280.00	**$140.00**
Service	02/12/2026 - Meeting Prep / John Salomone: Smartsheet next action updates review	0.50	$100.00	**$50.00**
Service	02/12/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email + W9	0.50	$280.00	**$140.00**
Service	02/12/2026 - Meeting, Recurring: External / Eric Melancon: Attended parties meeting	0.50	$280.00	**$140.00**

Service	02/12/2026 - Meeting, Recurring: External / John Salomone: Parties' meeting	1.00	$100.00	**$100.00**
Service	02/12/2026 - Meeting, Party Principals / Mary Ann Viverette: Parties Meeting	1.00	$280.00	**$280.00**
Service	02/12/2026 - Planning / Lisa Fink: Reviewed communications and information regarding 2-100s and Matrix review	0.25	$280.00	**$70.00**
Service	02/12/2026 - Planning / Lisa Fink: Review communications regarding and prepare for ELEFA review of 9-300s	0.25	$280.00	**$70.00**
Service	02/12/2026 - Meeting, Recurring: External / Lisa Fink: Participate in weekly Parties meeting	1.00	$280.00	**$280.00**
Service	02/12/2026 - Document review: Policies / Lisa Fink: Conduct review of Pepperball policy	0.75	$280.00	**$210.00**
Service	02/12/2026 - Document review: Policies / Lisa Fink: Review ELEFA comments on limitations on hours worked policy	0.25	$280.00	**$70.00**
Service	02/12/2026 - Document review: Reports & Other Documents / Bill Murphy: Evaluated Pepper Ball policy.	1.50	$280.00	**$420.00**
Service	02/12/2026 - Meeting, Recurring: External / Arlinda Westbrook: Parties meeting	1.00	$280.00	**$280.00**
Service	02/13/2026 - Meeting, Ad Hoc: External / Julie Solomon: Phone call with the City (PM)	0.25	$280.00	**$70.00**
Service	02/13/2026 - Document review: Training / Eric Melancon: Evaluation of Supervisor UOF Review training	1.00	$280.00	**$280.00**
Service	02/13/2026 - Planning / Lisa Fink: Scheduling policy related calls for next week	0.25	$280.00	**$70.00**
Service	02/15/2026 - Document review: Policies / Mary Ann Viverette: Review of 3-310	0.50	$280.00	**$140.00**
Service	02/15/2026 - Document review: Policies / Mary Ann Viverette: 9-301-9-305 Warrants	1.25	$280.00	**$350.00**
Service	02/15/2026 - Document review: Policies / Mary Ann Viverette: 9-100 review for submission	1.25	$280.00	**$350.00**
Service	02/16/2026 - Document review: Training / Julie Solomon: MECC CI Training Review	2.00	$280.00	**$560.00**
Service	02/16/2026 - Meeting Prep / Lisa Fink: Prepare for weekly ELEFA policy call.	0.25	$280.00	**$70.00**
Service	02/16/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA policy call	0.50	$280.00	**$140.00**
Service	02/16/2026 - Document review: Policies / Lisa Fink: Review MDHR comments on audit SOPs	0.25	$280.00	**$70.00**
Service	02/16/2026 - Report Preparation / Lisa Fink: Complete weekly report for ELEFA	0.25	$280.00	**$70.00**
Service	02/16/2026 - Document review: Policies / Lisa Fink: Finalize ELEFA comments on audit SOPs and sent to MPD	0.50	$280.00	**$140.00**

Service	02/16/2026 - Planning / David Douglass: Policy call with Ms. Fink	0.50	$350.00	**$175.00**
Service	02/16/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Discussion re groundwork for community survey	1.00	$280.00	**$280.00**
Service	02/16/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Policy call	0.75	$280.00	**$210.00**
Service	02/16/2026 - Community Engagement Activities / Arlinda Westbrook: Community Survey Review and comments	2.00	$280.00	**$560.00**
Service	02/17/2026 - Document review: Training / Mary Ann Viverette: Reviewed submission of MECC CIT training per J. Solomon	1.00	$280.00	**$280.00**
Service	02/17/2026 - Meeting, Recurring: External / Julie Solomon: HWU meeting + notes + internal email	1.50	$280.00	**$420.00**
Service	02/17/2026 - Meeting, Recurring: External / Mary Ann Viverette: HWU Check in with J. Solomon	1.00	$280.00	**$280.00**
Service	02/17/2026 - Meeting, Recurring: External / Julie Solomon: Property Services Meeting	1.00	$280.00	**$280.00**
Service	02/17/2026 - Meeting, Recurring: Internal / Julie Solomon: Meeting with DD and MAV re: Section 8-9 updates + notes	1.00	$280.00	**$280.00**
Service	02/17/2026 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: RE: HWU and CIT with D Douglass and J. Solomon	0.75	$280.00	**$210.00**
Service	02/17/2026 - Planning / Lisa Fink: Review emails about policy discussions and receive/track/share policies for ELEFA review	0.50	$280.00	**$140.00**
Service	02/17/2026 - Planning / David Douglass: Call with Mses. Solomon and Viverette re Officer Health and Wellness Implementation status and plans	0.75	$350.00	**$262.50**
Service	02/17/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Mpls team meeting	1.50	$280.00	**$420.00**
Service	02/17/2026 - Document review: Training / Arlinda Westbrook: Supervisor Force Review Training	2.00	$280.00	**$560.00**
Service	02/17/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR on IA	1.00	$280.00	**$280.00**
Product	01/20/2026 - Other / John Salomone: Rental cost for MAIC use for Feb 2026 public meeting. Paid $575.00, which included a $200.00 deposit. Subsequently refunded the $200.00 deposit, leaving a balance of $375.00.	1.00	$375.00	**$375.00**
Product	02/01/2026 - Minneapolis Per Diem: Partial Day (day of travel) / David Douglass	1.00	$69.00	**$69.00**
Product	02/01/2026 - Airfare / David Douglass: Airfare receipt	1.00	$902.97	**$902.97**
Product	02/01/2026 - Lodging / David Douglass: Lodging receipt from February 1-5, 2026	1.00	$786.40	**$786.40**
Product	02/02/2026 - Airfare / Arlinda Westbrook	1.00	$438.49	**$438.49**
Product	02/02/2026 - Minneapolis Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	$69.00	**$69.00**

Product	02/02/2026 - Minneapolis Per Diem: Full Day / David Douglass	1.00	$92.00	**$92.00**
Product	02/03/2026 - Minneapolis Per Diem: Partial Day (day of travel) / Carolina Maberry	1.00	$69.00	**$69.00**
Product	02/03/2026 - Minneapolis Per Diem: Full Day / Arlinda Westbrook	1.00	$92.00	**$92.00**
Product	02/03/2026 - Minneapolis Per Diem: Full Day / David Douglass	1.00	$92.00	**$92.00**
Product	02/04/2026 - Minneapolis Per Diem: Full Day / Carolina Maberry	1.00	$92.00	**$92.00**
Product	02/04/2026 - Minneapolis Per Diem: Full Day / Arlinda Westbrook	1.00	$92.00	**$92.00**
Product	02/04/2026 - Minneapolis Per Diem: Full Day / David Douglass	1.00	$92.00	**$92.00**
Product	02/05/2026 - Minneapolis Per Diem: Partial Day (day of travel) / Carolina Maberry	1.00	$69.00	**$69.00**
Product	02/05/2026 - Minneapolis Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	$69.00	**$69.00**
Product	02/05/2026 - Airfare / Arlinda Westbrook	1.00	$498.40	**$498.40**
Product	02/05/2026 - Lodging / Arlinda Westbrook: minus incidentals and food	1.00	$589.80	**$589.80**
Product	02/05/2026 - Minneapolis Per Diem: Partial Day (day of travel) / David Douglass	1.00	$69.00	**$69.00**

Subtotal	**$85,322.06**
Payments	**-$85,322.06**
Amount Due	**$0.00**

Total hours: **315h 15min**

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.