INVOICE

PAID

From

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

Invoice ID	**25A**
PO Number	MPLMN-0000926499
Issue Date	05/06/2026
Due Date	06/05/2026 (Net 30)
Subject	Effective Law Enforcement for All (Supplier 0000033526), Invoice for Unbilled Year 2 Subcontractor Expenses for Community and Officer Evaluation Surveys

Invoice For

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

Item Type	Description	Quantity	Unit Price	Amount
Product	03/17/2026 - Other / John Salomone: Consulting subcontract payment to Del Carmen Consulting for Phase 1A of Community and Officer Survey	1.00	$7,500.00	**$7,500.00**
Product	03/17/2026 - Other / John Salomone: Consulting subcontract payment to Del Carmen Consulting for Phase 1B of Community and Officer Survey	1.00	$15,000.00	**$15,000.00**
Product	03/17/2026 - Other / John Salomone: Consulting subcontract payment to Del Carmen Consulting for Phase 2 of Community and Officer Survey	1.00	$26,250.00	**$26,250.00**
Product	03/17/2026 - Other / John Salomone: 32 hrs of approved out-of-scope subcontractor work on community survey billed at standard $280/hr	1.00	$8,960.00	**$8,960.00**
Product	03/17/2026 - Other / John Salomone: Travel expenses for community survey subcontractor	1.00	$730.00	**$730.00**
Product	03/17/2026 - Other / John Salomone: 13 hrs of approved out-of-scope subcontractor work on community survey billed at standard $280/hr	1.00	$3,640.00	**$3,640.00**

Subtotal	**$62,080.00**
Payments	**-$62,080.00**
Amount Due	**$0.00**

Notes

This invoice covers time worked and travel cost reimbursement for work on the dates shown as the Independent Evaluator for the Consent Judgment between the MDHR and the City of Minneapolis governing the reform of the Minneapolis Police Department. The Contract ID is COM0007874. The entries on this invoice are pass-through costs for the community and police officer evaluation surveys as required in paragraph 415 of the above referenced consent judgment. The attached invoices were submitted to Effective Law Enforcement for All for work performed in Year 2 of the above referenced contract.