

PAID

From

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

Invoice ID	**29**
PO Number	MPLMN-0000926499
Issue Date	09/02/2026
Due Date	10/02/2026 (Net 30)
Subject	Effective Law Enforcement for All (Supplier 0000033526), Invoice for June 18 - July 17 2026

Invoice For

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

Item Type	Description	Quantity	Unit Price	Amount
Service	06/18/2026 - Meeting, Recurring: External / Mary Ann Viverette: IA/FIT updates with new Deputy Chief:56	1.00	$280.00	**$280.00**
Service	06/18/2026 - Meeting, Party Principals / Mary Ann Viverette: Recurring Parties meeting	1.00	$280.00	**$280.00**
Service	06/18/2026 - Evaluate Training or Operations / Julie Solomon: "The Self Care Culture-what it looks like and how to build it"	1.00	$280.00	**$280.00**
Service	06/18/2026 - Meeting, Ad Hoc: External / Mary Ann Viverette: ELEFA pre discussion and follow up with MDHR about tangential chemical testing	1.00	$280.00	**$280.00**
Service	06/18/2026 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Developed updated tracker reports for parties meeting	0.25	$280.00	**$70.00**
Service	06/18/2026 - Meeting, Ad Hoc: External / Eric Melancon: Discussion on training close out process and memo for UOF training	1.00	$280.00	**$280.00**
Service	06/18/2026 - Meeting, Party Principals / Eric Melancon: Attended weekly Parties Meeting	1.00	$280.00	**$280.00**
Service	06/18/2026 - Meeting Prep / Lisa Fink: Prepare for call with MDHR on chemical testing policy and tangential policy process.	0.25	$280.00	**$70.00**
Service	06/18/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook and M Viverette about chemical testing policy	0.25	$280.00	**$70.00**
Service	06/18/2026 - Meeting, Ad Hoc: External / Lisa Fink: Participate in call with MDHR regarding chemical testing policy and tangential policy process.	1.00	$280.00	**$280.00**

Service	06/18/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook regarding tangential policy process and chemical testing policy.	0.25	$280.00	**$70.00**
Service	06/18/2026 - Meeting, Recurring: External / Lisa Fink: Participate in weekly Parties call.	1.00	$280.00	**$280.00**
Service	06/18/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Follow-up call with David regarding tangential policy process and policy reviews.	0.50	$280.00	**$140.00**
Service	06/18/2026 - Community Engagement Activities / Carolina Maberry: Public Meeting Slides (and requisite review of previous reports)	3.00	$30.00	**$90.00**
Service	06/18/2026 - Community Engagement Activities / Carolina Maberry: Support to community meeting	2.00	$30.00	**$60.00**
Service	06/18/2026 - Meeting, Recurring: External / Arlinda Westbrook: Weekly IA/Fit Elefa Meeting	1.00	$280.00	**$280.00**
Service	06/18/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/MDHR Chem Testing Chat	1.00	$280.00	**$280.00**
Service	06/18/2026 - Meeting, Recurring: External / Arlinda Westbrook: Parties Meeting	1.00	$280.00	**$280.00**
Service	06/18/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with MDHR	1.00	$280.00	**$280.00**
Service	06/18/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Meeting on Chemical testing policy	0.75	$280.00	**$210.00**
Service	06/18/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Working meeting to resolve issues with Chemical testing policy and tangential policy process	1.50	$280.00	**$420.00**
Service	06/18/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with IU BC	1.00	$280.00	**$280.00**
Service	06/18/2026 - Community Engagement Activities / David Douglass: Review draft implementation dashboard	1.00	$350.00	**$350.00**
Service	06/18/2026 - Community Engagement Activities / David Douglass: Planning for site visit	2.00	$350.00	**$700.00**
Service	06/19/2026 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Development of public dashboard	3.00	$280.00	**$840.00**
Service	06/19/2026 - Planning / Lisa Fink: Planning FTO SOP review, including quick call to B Murphy.	0.25	$280.00	**$70.00**
Service	06/19/2026 - Meeting, Ad Hoc: Internal / Bill Murphy: Conferred with Lisa on FTO SOP.	0.25	$280.00	**$70.00**
Service	06/19/2026 - Document review: Reports & Other Documents / Carolina Maberry: Initial review of community and officer surveys	3.00	$30.00	**$90.00**
Service	06/19/2026 - Document review: Reports & Other Documents / David Douglass: review draft police survey	1.00	$350.00	**$350.00**
Service	06/21/2026 - Community Engagement Activities / Arlinda Westbrook: Community meeting preparation	3.00	$280.00	**$840.00**

Service	06/22/2026 - Meeting, Recurring: External / Julie Solomon: EIS/ELEFA meeting + notes	1.50	$280.00	**$420.00**
Service	06/22/2026 - Technical Assistance to Police Department or the City / Eric Melancon: Correspondence with new DC of Internal Affairs on status of IA staffing analysis	0.25	$280.00	**$70.00**
Service	06/22/2026 - Document review: Training / Eric Melancon: Review of UOF Refresher training	0.75	$280.00	**$210.00**
Service	06/22/2026 - Meeting, Recurring: External / Eric Melancon: Monthly EIS status meeting with MPD	1.00	$280.00	**$280.00**
Service	06/22/2026 - Meeting, Recurring: Internal / John Salomone: New team member systems setup communications, document review, and planning	0.50	$100.00	**$50.00**
Service	06/22/2026 - Planning / John Salomone: Public meeting logistics	0.50	$100.00	**$50.00**
Service	06/22/2026 - Report Preparation / Eric Melancon: Update to coaching review report	0.25	$280.00	**$70.00**
Service	06/22/2026 - Document review: Policies / Lisa Fink: Participate in biweekly meeting with IU Policy Team.	1.00	$280.00	**$280.00**
Service	06/22/2026 - Document review: Policies / Lisa Fink: Review Field Training Officer SOP.	1.75	$280.00	**$490.00**
Service	06/22/2026 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR regarding FTO SOP review and workshop topics.	0.25	$280.00	**$70.00**
Service	06/22/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA policy call.	0.75	$280.00	**$210.00**
Service	06/22/2026 - Document review: Policies / Lisa Fink: Review Matrix definitions document from MPD.	0.25	$280.00	**$70.00**
Service	06/22/2026 - Document review: Policies / Bill Murphy: Evaluated changes to FTO SOP and added comments to SOP. Conferred with Lisa on changes.	2.50	$280.00	**$700.00**
Service	06/22/2026 - Community Engagement Activities / Arlinda Westbrook: Community meeting prep and PowerPoint preparation	2.00	$280.00	**$560.00**
Service	06/22/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Leader Huddle	1.00	$280.00	**$280.00**
Service	06/22/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Policy Call	1.00	$280.00	**$280.00**
Service	06/22/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Site visit with IA unit	2.00	$280.00	**$560.00**
Service	06/22/2026 - Site Visit / David Douglass: Policy discussion with Ms. Fink and Ms. Westbrook	0.50	$350.00	**$175.00**
Service	06/22/2026 - Admin: Other / David Douglass: Task planning	1.00	$350.00	**$350.00**
Service	06/22/2026 - Document review: Reports & Other Documents / David Douglass: Final review of coaching report	0.50	$350.00	**$175.00**

Service	06/22/2026 - Document review: Policies / Arlinda Westbrook: Disciplinary Matrix review	1.00	$280.00	**$280.00**
Service	06/23/2026 - Admin: Scheduling and Coordination / John Salomone: Catering arrangements for public meeting	0.25	$100.00	**$25.00**
Service	06/23/2026 - Technical Assistance to Police Department or the City / Mary Ann Viverette: IA Staffing review update to DC Schoenberger	0.50	$280.00	**$140.00**
Service	06/23/2026 - Document review: Reports & Other Documents / Mary Ann Viverette: Review of Matrix with large grouo - City and MDHR	1.25	$280.00	**$350.00**
Service	06/23/2026 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting	1.50	$280.00	**$420.00**
Service	06/23/2026 - Meeting, Recurring: Internal / John Salomone: Weekly team meeting and follow-up actions	1.50	$100.00	**$150.00**
Service	06/23/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Staffing projections HWU + email	0.25	$280.00	**$70.00**
Service	06/23/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa Mnpl team meeting	1.50	$280.00	**$420.00**
Service	06/23/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with DC of IA	1.00	$280.00	**$280.00**
Service	06/23/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Workshopping on Disciplinary Matrix	1.50	$280.00	**$420.00**
Service	06/23/2026 - Community Engagement Activities / Arlinda Westbrook: Meeting with League of Women Voters and Plymouth	1.00	$280.00	**$280.00**
Service	06/23/2026 - Meeting, Recurring: Internal / Mary Ann Viverette: Team meeting	1.50	$280.00	**$420.00**
Service	06/23/2026 - Admin: Scheduling and Coordination / John Salomone: Public meeting presentation coordination; survey contract management; survey report review	0.75	$100.00	**$75.00**
Service	06/23/2026 - Technical Assistance to Police Department or the City / Eric Melancon: Meeting with DC from Internal Affairs to discuss scope of staffing analysis and next steps	0.50	$280.00	**$140.00**
Service	06/23/2026 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.00	$280.00	**$280.00**
Service	06/23/2026 - Admin: Document Coding, Storage, and Tracking / Eric Melancon: Produced tracker status report for parties	0.25	$280.00	**$70.00**
Service	06/23/2026 - Workshopping Session: Policy Development / Lisa Fink: Workshopped corrective action matrix categories with parties.	1.25	$280.00	**$350.00**
Service	06/23/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly team meeting	1.50	$280.00	**$420.00**
Service	06/23/2026 - Document review: Policies / Lisa Fink: Review Warrant Policy and Risk Assessment Form	0.75	$280.00	**$210.00**
Service	06/23/2026 - Document review: Policies / Lisa Fink: Finalize and send chemical testing policy comments to MPD	0.50	$280.00	**$140.00**

Service	06/23/2026 - Site Visit / David Douglass: Meeting with City Auditor	1.00	$350.00	**$350.00**
Service	06/23/2026 - Site Visit / David Douglass: Prepare for public meeting	3.00	$350.00	**$1,050.00**
Service	06/23/2026 - Community Engagement Activities / David Douglass: Meetings with community members	3.00	$350.00	**$1,050.00**
Service	06/23/2026 - Meeting, Ad Hoc: External / David Douglass: Meeting with Chief Peterson	0.50	$350.00	**$175.00**
Service	06/23/2026 - Document review: Policies / Arlinda Westbrook: Review of Disciplinary matrix	3.00	$280.00	**$840.00**
Service	06/24/2026 - Evaluate Training or Operations / Julie Solomon: Limitation of Hours Worked training	2.00	$280.00	**$560.00**
Service	06/24/2026 - Document review: Training / Eric Melancon: Developed response letter to the UOF Refresher training submission	0.50	$280.00	**$140.00**
Service	06/24/2026 - Document review: Reports & Other Documents / Julie Solomon: Community Survey and Officer Wellness Survey	0.50	$280.00	**$140.00**
Service	06/24/2026 - Meeting, Recurring: External / Julie Solomon: Monthly Property Services Meeting	1.00	$280.00	**$280.00**
Service	06/24/2026 - Document review: Policies / Mary Ann Viverette: Foot pursuit policy review	0.50	$280.00	**$140.00**
Service	06/24/2026 - Document review: Policies / Mary Ann Viverette: Last review of Warrants and Risk assessment form	1.75	$280.00	**$490.00**
Service	06/24/2026 - Admin: Scheduling and Coordination / John Salomone: Public meeting catering and AV logistics	0.25	$100.00	**$25.00**
Service	06/24/2026 - Admin: Document Coding, Storage, and Tracking / John Salomone: IE Response Letter, UOF Refresher Training 2026	0.50	$100.00	**$50.00**
Service	06/24/2026 - Meeting Prep / Lisa Fink: FTO SOP workshop preparation.	0.50	$280.00	**$140.00**
Service	06/24/2026 - Workshopping Session: Policy Development / Lisa Fink: Participate in FTO SOP workshop with Parties.	1.75	$280.00	**$490.00**
Service	06/24/2026 - Meeting, Ad Hoc: External / Lisa Fink: Call with E. Melancon regarding QRP.	0.25	$280.00	**$70.00**
Service	06/24/2026 - Meeting Prep / Lisa Fink: Prepare for parties discussion regarding chemical testing policy and tangential policy process.	0.25	$280.00	**$70.00**
Service	06/24/2026 - Document review: Policies / Lisa Fink: Foot pursuits appendix review.	0.50	$280.00	**$140.00**
Service	06/24/2026 - Document review: Policies / Lisa Fink: Continued review of Warrants policy.	0.50	$280.00	**$140.00**
Service	06/24/2026 - Workshopping Session: Policy Development / Bill Murphy: Conferred with MPD and MDHR on FTO SOP workshopping session.	2.00	$280.00	**$560.00**
Service	06/24/2026 - Community Engagement Activities / David Douglass: Public Meeting and preparation for same	5.00	$350.00	**$1,750.00**
Service	06/24/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: On site meeting CAO on Corrective Action Matrix	2.00	$280.00	**$560.00**

Service	06/24/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: On site meeting OPCR	2.00	$280.00	**$560.00**
Service	06/24/2026 - Community Engagement Activities / Arlinda Westbrook: Community meeting prep	1.50	$280.00	**$420.00**
Service	06/24/2026 - Community Engagement Activities / Arlinda Westbrook: MpLs Community meeting	4.00	$280.00	**$1,120.00**
Service	06/25/2026 - Meeting, Recurring: External / Mary Ann Viverette: IA/FIT weekly check in	1.00	$280.00	**$280.00**
Service	06/25/2026 - Report Preparation / Eric Melancon: Edited Coaching Review report	0.50	$280.00	**$140.00**
Service	06/25/2026 - Document review: Policies / Mary Ann Viverette: Sub-A discussion with large group	1.00	$280.00	**$280.00**
Service	06/25/2026 - Document review: Policies / Mary Ann Viverette: Warrants discussion before sending and foot pursuits with Lisa Fink	0.50	$280.00	**$140.00**
Service	06/25/2026 - Meeting, Recurring: External / John Salomone: Parties' meeting	0.75	$100.00	**$75.00**
Service	06/25/2026 - Meeting, Party Principals / Mary Ann Viverette: Parties meeting	0.75	$280.00	**$210.00**
Service	06/25/2026 - Meeting, Ad Hoc: External / Mary Ann Viverette: Warrants policy discussion with L. Fink and MDHR representative	0.50	$280.00	**$140.00**
Service	06/25/2026 - Meeting, Party Principals / Eric Melancon: Attended weekly Parties meeting	0.75	$280.00	**$210.00**
Service	06/25/2026 - Meeting Prep / Lisa Fink: Prepare for Parties meeting.	0.25	$280.00	**$70.00**
Service	06/25/2026 - Meeting, Ad Hoc: External / Lisa Fink: Participate in Sub-A Proposal call with MPD	1.00	$280.00	**$280.00**
Service	06/25/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with M Viverette regarding warrants policy.	0.50	$280.00	**$140.00**
Service	06/25/2026 - Meeting Prep / Lisa Fink: Additional preparation for parties meeting.	0.25	$280.00	**$70.00**
Service	06/25/2026 - Meeting, Recurring: External / Lisa Fink: Participate in weekly parties meeting.	0.75	$280.00	**$210.00**
Service	06/25/2026 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR regarding Warrants and Foot Pursuits policies.	0.50	$280.00	**$140.00**
Service	06/25/2026 - Document review: Policies / Lisa Fink: Finalize comments on warrants policy and risk assessment and sent to MDHR.	1.00	$280.00	**$280.00**
Service	06/25/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Calls regarding foot pursuits, chemical testing and warrants policies.	0.25	$280.00	**$70.00**
Service	06/25/2026 - Meeting, Party Principals / David Douglass: Meeting with Mayor and Cabinet Members	0.75	$350.00	**$262.50**
Service	06/25/2026 - Meeting, Party Principals / David Douglass: Meeting with Comissioner Barnette, and Messrs. Frude and Jeffries	0.50	$350.00	**$175.00**

Service	06/25/2026 - Site Visit / David Douglass: Miscellaneous meetings	2.50	$350.00	**$875.00**
Service	06/25/2026 - Document review: Reports & Other Documents / David Douglass: discussions with City re Coaching Report	1.00	$350.00	**$350.00**
Service	06/25/2026 - Admin: Scheduling and Coordination / David Douglass: Plan revised meeting schedule	2.00	$350.00	**$700.00**
Service	06/25/2026 - Meeting, Recurring: External / Arlinda Westbrook: IA/Fit on site meeting	1.50	$280.00	**$420.00**
Service	06/25/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: In person Sub-A proposal meeting	1.00	$280.00	**$280.00**
Service	06/25/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa-OCS in person check in meeting	1.50	$280.00	**$420.00**
Service	06/25/2026 - Meeting, Recurring: External / Arlinda Westbrook: Parties meeting	1.00	$280.00	**$280.00**
Service	06/26/2026 - Document review: Policies / Mary Ann Viverette: Discussion with Douglass, Fink and Westbrook on Chemical testing and SA requirement	0.50	$280.00	**$140.00**
Service	06/26/2026 - Document review: Reports & Other Documents / Julie Solomon: Review Reportable UOF documentation and internal/external email.	0.50	$280.00	**$140.00**
Service	06/26/2026 - Meeting Prep / Lisa Fink: Prepare for chemical testing policy calls.	0.25	$280.00	**$70.00**
Service	06/26/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with M Viverette to discuss chemical testing policy.	0.50	$280.00	**$140.00**
Service	06/26/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Internal team discussion regarding chemical testing policy.	0.50	$280.00	**$140.00**
Service	06/26/2026 - Meeting, Ad Hoc: External / Lisa Fink: Call with City regarding policy manual updating.	0.25	$280.00	**$70.00**
Service	06/26/2026 - Document review: Policies / Lisa Fink: Finalize ELEFA comments on foot pursuits appendix and sent to MDHR.	0.25	$280.00	**$70.00**
Service	06/26/2026 - Document review: Policies / Bill Murphy: Evaluated changes to foot pursuit policy and added comments to appendix.	0.50	$280.00	**$140.00**
Service	06/26/2026 - Workshopping Session: Policy Development / David Douglass: Call re chemical testing	0.50	$350.00	**$175.00**
Service	06/26/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Chemical testing meeting	0.50	$280.00	**$140.00**
Service	06/26/2026 - Document review: Policies / Arlinda Westbrook: Review of Chemical testing policy	2.00	$280.00	**$560.00**
Service	06/27/2026 - Planning / Lisa Fink: Receive, upload and share FTO SOP for team review.	0.25	$280.00	**$70.00**
Service	06/29/2026 - Document review: Training / Eric Melancon: Development of training data compliance submission template	1.00	$280.00	**$280.00**
Service	06/29/2026 - Technical Assistance to Police Department or the City / Eric Melancon: Coordination of IAD surveys for staffing and	0.50	$280.00	**$140.00**

	workload analysis			
Service	06/30/2026 - Meeting, Recurring: Internal / Julie Solomon: Facilities Plan Review	1.00	$280.00	**$280.00**
Service	06/30/2026 - Meeting, Recurring: Internal / Eric Melancon: Monthly review of facilities projects with Julie	1.00	$280.00	**$280.00**
Service	06/30/2026 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting	1.50	$280.00	**$420.00**
Service	06/30/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa MN team meeting	1.25	$280.00	**$350.00**
Service	06/30/2026 - Meeting, Recurring: Internal / John Salomone: Weekly Team meeting	1.25	$100.00	**$125.00**
Service	06/30/2026 - Meeting, Recurring: Internal / Eric Melancon: Weekly team meeting	1.50	$280.00	**$420.00**
Service	06/30/2026 - Meeting, Recurring: Internal / Mary Ann Viverette: Team Meeting (partial attendance)	0.75	$280.00	**$210.00**
Service	06/30/2026 - Document review: Policies / Lisa Fink: Begin review of FTO SOP	0.50	$280.00	**$140.00**
Service	06/30/2026 - Meeting, Recurring: Internal / David Douglass: Weekly Team Meeting	1.50	$350.00	**$525.00**
Service	06/30/2026 - Admin: Scheduling and Coordination / David Douglass: Restructure meeting schedules	1.00	$350.00	**$350.00**
Service	06/30/2026 - Document review: Reports & Other Documents / Carolina Maberry: Going over Officer and Community surveys to make comments	1.50	$30.00	**$45.00**
Service	07/01/2026 - Meeting, Recurring: External / Mary Ann Viverette: MDHR update meeting	0.50	$280.00	**$140.00**
Service	07/01/2026 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Survey feedback meeting with C. Maberry and A. Westbrook	0.50	$280.00	**$140.00**
Service	07/01/2026 - Document review: Reports & Other Documents / Mary Ann Viverette: Editing review of Officer Survey per C. Maberry	0.75	$280.00	**$210.00**
Service	07/01/2026 - Meeting, Recurring: External / Mary Ann Viverette: IU check in with Commander Robinson	0.25	$280.00	**$70.00**
Service	07/01/2026 - Meeting, Ad Hoc: External / Mary Ann Viverette: Introduction meeting with Chief Peterson and Commissioner Barnett	0.50	$280.00	**$140.00**
Service	07/01/2026 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa check in	0.50	$280.00	**$140.00**
Service	07/01/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting Elefa/Chief Peterson	0.50	$280.00	**$140.00**
Service	07/01/2026 - Report Preparation / Eric Melancon: Developed draft of year 3 and year 4 evaluation plan	4.00	$280.00	**$1,120.00**
Service	07/01/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Review MECC training plan ¶237 and internal/external email	0.50	$280.00	**$140.00**

Service	07/01/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: MPD Standing Workshopping Meeting	1.00	$280.00	**$280.00**
Service	07/01/2026 - Document review: Training / Eric Melancon: Incidents may have (and likely would have) multiple officers in each incident with a recorded UOF, all officers should be	1.00	$280.00	**$280.00**
Service	07/01/2026 - Document review: Policies / Lisa Fink: Review MDHR comments on warrant policy and risk assessment.	0.25	$280.00	**$70.00**
Service	07/01/2026 - Meeting, Recurring: External / David Douglass: MDHR check-in meeting	1.00	$350.00	**$350.00**
Service	07/01/2026 - Meeting, Ad Hoc: External / David Douglass: Meeting with Chief Peterson	0.75	$350.00	**$262.50**
Service	07/01/2026 - Meeting, Recurring: External / David Douglass: IU check-in meeting	1.00	$350.00	**$350.00**
Service	07/01/2026 - Report Preparation / Carolina Maberry: Going over officer and community survey drafts with Arlinda and Mary Ann	1.00	$30.00	**$30.00**
Service	07/01/2026 - Document review: Reports & Other Documents / Arlinda Westbrook: Survey review and comment	2.00	$280.00	**$560.00**
Service	07/01/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Survey write-ups meeting	1.00	$280.00	**$280.00**
Service	07/01/2026 - Meeting, Recurring: External / Arlinda Westbrook: IU Check in meeting	1.00	$280.00	**$280.00**
Service	07/02/2026 - Admin: Scheduling and Coordination / John Salomone: Communicate re: parties' meeting	0.25	$100.00	**$25.00**
Service	07/02/2026 - Fact Finding & Analysis / David Douglass: Address ACLU report findings	1.00	$350.00	**$350.00**
Service	07/02/2026 - Document review: Policies / David Douglass: Draft response to Parties regarding Chemical Testing dispute	2.00	$350.00	**$700.00**
Service	07/02/2026 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR weekly check in	1.00	$280.00	**$280.00**
Service	07/03/2026 - Report Preparation / David Douglass: Review and revise draft Evaluation Plan	4.00	$350.00	**$1,400.00**
Service	07/03/2026 - Community Engagement Activities / Arlinda Westbrook: Youth engagement planning meeting	1.00	$280.00	**$280.00**
Service	07/04/2026 - Report Preparation / David Douglass: REview and revise draft evaluation plan	3.00	$350.00	**$1,050.00**
Service	07/06/2026 - Meeting, Recurring: External / Julie Solomon: MDHR re: MECC	0.75	$280.00	**$210.00**
Service	07/06/2026 - Meeting, Ad Hoc: External / Mary Ann Viverette: With J. Solomon and S. Wiersma discussion on MECC CIT training and eventual compliance	0.50	$280.00	**$140.00**
Service	07/06/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Prepare formal compliance assessment plan for ¶237 + response to MDHR + internal/external email	2.00	$280.00	**$560.00**

Service	07/06/2026 - Meeting Prep / John Salomone: Team coordination meeting	0.75	$100.00	**$75.00**
Service	07/06/2026 - Document review: Policies / Mary Ann Viverette: Follow up review of Foot Pursuit Policy per L. Fink request	0.75	$280.00	**$210.00**
Service	07/06/2026 - Meeting, Ad Hoc: Internal / Julie Solomon: Internal phone call with SB re: party communications + Section X + internal email.	0.25	$280.00	**$70.00**
Service	07/06/2026 - Admin: Scheduling and Coordination / Eric Melancon: Meeting with David on team meeting tasks	0.75	$280.00	**$210.00**
Service	07/06/2026 - Technical Assistance to Police Department or the City / Eric Melancon: Updated staffing analysis model for IAD	2.50	$280.00	**$700.00**
Service	07/06/2026 - Meeting Prep / David Douglass: Prepare for weekly meetings	1.00	$350.00	**$350.00**
Service	07/06/2026 - Report Preparation / David Douglass: Draft Evaluation Plan	3.00	$350.00	**$1,050.00**
Service	07/06/2026 - Planning / Lisa Fink: Received and processed foot pursuits and critical incidents policies for ELEFA review.	0.25	$280.00	**$70.00**
Service	07/06/2026 - Meeting, Recurring: Internal / Lisa Fink: Weekly ELEFA policy meeting.	0.50	$280.00	**$140.00**
Service	07/06/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Lisa Fink: Review chemical testing policy memo.	0.25	$280.00	**$70.00**
Service	07/06/2026 - Meeting, Recurring: Internal / Carolina Maberry	1.00	$30.00	**$30.00**
Service	07/06/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Elefa weekly policy call	1.00	$280.00	**$280.00**
Service	07/07/2026 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting + stay over to discuss MECC training compliance with DD/MAV	2.00	$280.00	**$560.00**
Service	07/07/2026 - Evaluate Training or Operations / Julie Solomon: Breaking the cycle: Leading well without burning out training	1.00	$280.00	**$280.00**
Service	07/07/2026 - Meeting, Recurring: External / Julie Solomon: Standing policy workshopping meeting with the parties re: EWM policy + prep	1.50	$280.00	**$420.00**
Service	07/07/2026 - Meeting, Recurring: Internal / John Salomone: Team meeting	1.50	$100.00	**$150.00**
Service	07/07/2026 - Meeting, Recurring: Internal / Eric Melancon: Team meeting	1.50	$280.00	**$420.00**
Service	07/07/2026 - Meeting, Recurring: Internal / Mary Ann Viverette: Team Meeting and follow-up with J. Solomon and D. Douglass	2.00	$280.00	**$560.00**
Service	07/07/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Develop talking point for briefing with the Chief on Sections 8 and 9 + review methodologies and productions for ¶237	1.00	$280.00	**$280.00**
Service	07/07/2026 - Document review: Reports & Other Documents / Mary Ann Viverette: IA Intake (Partial attendance)	0.75	$280.00	**$210.00**
Service	07/07/2026 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Chem testing memo	0.75	$100.00	**$75.00**

Service	07/07/2026 - Document review: Policies / Mary Ann Viverette: Policy meeting -warrants and risk assessment	1.00	$280.00	**$280.00**
Service	07/07/2026 - Prepare Memoranda, Correspondence, or other Written Communications / John Salomone: Memo to hire Jean and Katie	0.50	$100.00	**$50.00**
Service	07/07/2026 - Meeting, Recurring: Internal / David Douglass: Weekly Team Meeting	1.00	$350.00	**$350.00**
Service	07/07/2026 - Document review: Policies / Lisa Fink: Review foot pursuits policy and appendix submission.	0.75	$280.00	**$210.00**
Service	07/07/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA team meeting.	1.50	$280.00	**$420.00**
Service	07/07/2026 - Meeting Prep / Lisa Fink: Prepare for Warrants and Engaging with Minors policy workshop.	1.00	$280.00	**$280.00**
Service	07/07/2026 - Workshopping Session: Policy Development / Lisa Fink: Participate in workshop with parties regarding Warrants and Engaging with Minors policies.	1.00	$280.00	**$280.00**
Service	07/07/2026 - Workshopping Session: Policy Development / Lisa Fink: Call with M Viverette regarding Warrants policy.	0.25	$280.00	**$70.00**
Service	07/07/2026 - Meeting, Recurring: Internal / Carolina Maberry	1.50	$30.00	**$45.00**
Service	07/07/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/MDHR touch base meeting on various issues	2.00	$280.00	**$560.00**
Service	07/07/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Mpls team meeting	1.50	$280.00	**$420.00**
Service	07/07/2026 - Meeting, Recurring: External / Arlinda Westbrook: Standing Policy Workshopping WRAF for the 9-300 and Engaging with Minors policy	1.50	$280.00	**$420.00**
Service	07/07/2026 - Meeting, Ad Hoc: Internal / Arlinda Westbrook: Internal Data practices response meeting	1.50	$280.00	**$420.00**
Service	07/08/2026 - Meeting, Recurring: External / Mary Ann Viverette: Meeting with MDHR	0.50	$280.00	**$140.00**
Service	07/08/2026 - Document review: Policies / Julie Solomon: Critical Incident Policy Suite review and comment	2.50	$280.00	**$700.00**
Service	07/08/2026 - Meeting, Recurring: External / Mary Ann Viverette: IU update meeting with Eric Melancon	0.50	$280.00	**$140.00**
Service	07/08/2026 - Meeting, Ad Hoc: Internal / Mary Ann Viverette: Discussion on SA 237	0.50	$280.00	**$140.00**
Service	07/08/2026 - Meeting, Ad Hoc: Internal / Julie Solomon: Meeting with MAV/EM re: ¶237 + communication with DD	0.75	$280.00	**$210.00**
Service	07/08/2026 - Meeting, Recurring: External / Eric Melancon: Meeting with IU on project status	0.50	$280.00	**$140.00**
Service	07/08/2026 - Meeting, Ad Hoc: Internal / Eric Melancon: Meeting with Mary Ann and Julie on CIT Training requirements for dispatchers	0.50	$280.00	**$140.00**
Service	07/08/2026 - Report Preparation / David Douglass: Draft Evaluation Plan	6.00	$350.00	**$2,100.00**

Service	07/08/2026 - Meeting, Recurring: External / David Douglass: MDHR check-in meeting	1.00	$350.00	**$350.00**
Service	07/08/2026 - Meeting, Ad Hoc: External / David Douglass: Call with Commissioner Barnette regarding unity of command scheduling	0.50	$350.00	**$175.00**
Service	07/08/2026 - Meeting Prep / Lisa Fink: Prepare for foot pursuits chat w MDHR	0.25	$280.00	**$70.00**
Service	07/08/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A. Westbrook regarding chemical testing policy response.	0.50	$280.00	**$140.00**
Service	07/08/2026 - Meeting, Recurring: External / Arlinda Westbrook: MDHR/Elefa meeting	1.00	$280.00	**$280.00**
Service	07/08/2026 - Meeting, Recurring: External / Arlinda Westbrook: IU check in meeting	1.00	$280.00	**$280.00**
Service	07/08/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Training planning meeting with MDHR	2.00	$280.00	**$560.00**
Service	07/09/2026 - Meeting, Recurring: External / Mary Ann Viverette: IA/FIT update meeting plus note preparation	0.75	$280.00	**$210.00**
Service	07/09/2026 - Meeting, Recurring: External / Mary Ann Viverette: OPCR Intake 2 cases	0.50	$280.00	**$140.00**
Service	07/09/2026 - Meeting, Recurring: External / Julie Solomon: Parties Meeting + internal email	1.25	$280.00	**$350.00**
Service	07/09/2026 - Document review: Policies / Mary Ann Viverette: Foor pursuit discussion with Fink and Wiersma	0.25	$280.00	**$70.00**
Service	07/09/2026 - Meeting, Recurring: External / John Salomone: Parties' meeting	1.00	$100.00	**$100.00**
Service	07/09/2026 - Meeting, Recurring: Internal / Eric Melancon: Parties meeting	1.50	$280.00	**$420.00**
Service	07/09/2026 - Meeting, Party Principals / Mary Ann Viverette: Large Parties	1.25	$280.00	**$350.00**
Service	07/09/2026 - Report Preparation / David Douglass: Draft Evaluation Plan	8.00	$350.00	**$2,800.00**
Service	07/09/2026 - Meeting, Party Principals / David Douglass: Parties Meeting and preparation for same	2.00	$350.00	**$700.00**
Service	07/09/2026 - Technical Assistance to Police Department or the City / Eric Melancon: Updated staffing analysis report draft	3.00	$280.00	**$840.00**
Service	07/09/2026 - Document review: Policies / Lisa Fink: Conduct review of updated FTO SOP.	3.00	$280.00	**$840.00**
Service	07/09/2026 - Meeting, Ad Hoc: External / Lisa Fink: Participate in call with MDHR regarding foot pursuits approval submission.	0.25	$280.00	**$70.00**
Service	07/09/2026 - Document review: Policies / Lisa Fink: Finalize foot pursuits comments and sent to MPD with meeting request.	0.25	$280.00	**$70.00**
Service	07/09/2026 - Meeting, Recurring: External / Lisa Fink: Participate in Parties meeting.	1.00	$280.00	**$280.00**

Service	07/09/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/CAO	1.00	$280.00	**$280.00**
Service	07/09/2026 - Meeting, Recurring: External / Arlinda Westbrook: IA/Fit Elefa meeting	1.00	$280.00	**$280.00**
Service	07/09/2026 - Community Engagement Activities / Arlinda Westbrook: Elefa and CM Whiting to Discuss July 14 Elefa presentation	0.50	$280.00	**$140.00**
Service	07/09/2026 - Meeting, Recurring: External / Arlinda Westbrook: Parties meeting	1.00	$280.00	**$280.00**
Service	07/10/2026 - Meeting Prep / John Salomone: Post-parties meeting, pre-team meeting	1.00	$100.00	**$100.00**
Service	07/10/2026 - Evaluate Training or Operations / Julie Solomon: Finalize comments on Limitations of Hours worked and send to parties + internal/external email + phone call with EM	1.00	$280.00	**$280.00**
Service	07/10/2026 - Technical Assistance to Police Department or the City / Eric Melancon: Updated draft of IA staffing analysis	3.00	$280.00	**$840.00**
Service	07/10/2026 - Document review: Policies / Lisa Fink: Conduct review of FTO SOP	3.75	$280.00	**$1,050.00**
Service	07/10/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with B. Murphy regarding FTO SOP.	0.25	$280.00	**$70.00**
Service	07/10/2026 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR regarding FTO SOP.	0.75	$280.00	**$210.00**
Service	07/10/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with M Viverette regarding FTO SOP.	0.50	$280.00	**$140.00**
Service	07/10/2026 - Planning / Lisa Fink: Receive and process warrants policy approval submission for ELEFA review.	0.25	$280.00	**$70.00**
Service	07/10/2026 - Document review: Training / Bill Murphy: Evaluated updated FTO SOP and added comments to document. Conferred with Lisa on updates.	2.25	$280.00	**$630.00**
Service	07/10/2026 - Prepare Memoranda, Correspondence, or other Written Communications / David Douglass: Review draft City Council presentation	1.50	$350.00	**$525.00**
Service	07/10/2026 - Report Preparation / Carolina Maberry: Officer & community survey edits	1.00	$30.00	**$30.00**
Service	07/10/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Mpls team Coordination meeting	1.00	$280.00	**$280.00**
Service	07/12/2026 - Admin: Contract Management / Bob McNeilly: Review consent agreement in order to review FTO SOP.	1.00	$280.00	**$280.00**
Service	07/13/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Communications with HWU + internal/external email	0.25	$280.00	**$70.00**
Service	07/13/2026 - Document review: Policies / Mary Ann Viverette: FTO SOP review (121 pages) for 7.15.26 meeting	2.50	$280.00	**$700.00**
Service	07/13/2026 - Document review: Reports & Other Documents / Mary Ann Viverette: Reviewed Critical Incident Communications Plan	0.75	$280.00	**$210.00**

Service	07/13/2026 - Document review: Policies / Bob McNeilly: Review FTO SOP	4.00	$280.00	**$1,120.00**
Service	07/13/2026 - Meeting, Ad Hoc: External / Eric Melancon: Met with MDHR to discuss training completion memo template	0.75	$280.00	**$210.00**
Service	07/13/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Meeting with IU	1.00	$280.00	**$280.00**
Service	07/13/2026 - Meeting Prep / Lisa Fink: Prepare for foot pursuits call with parties.	0.25	$280.00	**$70.00**
Service	07/13/2026 - Workshopping Session: Policy Development / Lisa Fink: Workshop call with Parties regarding foot pursuits policy.	0.50	$280.00	**$140.00**
Service	07/13/2026 - Document review: Policies / Lisa Fink: FTO SOP review.	0.25	$280.00	**$70.00**
Service	07/13/2026 - Document review: Policies / Lisa Fink: Review of Critical Incidents policy.	2.25	$280.00	**$630.00**
Service	07/13/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in weekly ELEFA policy call.	0.25	$280.00	**$70.00**
Service	07/13/2026 - Community Engagement Activities / David Douglass: Prepare for City Council appearance	4.00	$350.00	**$1,400.00**
Service	07/13/2026 - Meeting, Ad Hoc: External / David Douglass: Meeting with CAO regarding Chemical Testing policy	0.50	$350.00	**$175.00**
Service	07/13/2026 - Community Engagement Activities / Carolina Maberry: City council presentation slides based on report snapshot	2.00	$30.00	**$60.00**
Service	07/13/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Documentation on Training meeting with MDHR	1.00	$280.00	**$280.00**
Service	07/13/2026 - Meeting, Recurring: Internal / Arlinda Westbrook: Weekly Policy call	1.00	$280.00	**$280.00**
Service	07/14/2026 - Meeting, Recurring: Internal / Julie Solomon: Weekly team meeting + email	1.00	$280.00	**$280.00**
Service	07/14/2026 - Document review: Policies / Julie Solomon: CI Communications Plan	0.25	$280.00	**$70.00**
Service	07/14/2026 - Meeting, Recurring: Internal / Bob McNeilly: Regular weekly meeting .20; meeting with Lisa and MA FTO SOP 1.25	1.75	$280.00	**$490.00**
Service	07/14/2026 - Admin: Scheduling and Coordination / John Salomone: Onboarding admin for new MPLS team members	0.75	$100.00	**$75.00**
Service	07/14/2026 - Meeting, Ad Hoc: Internal / Julie Solomon: Meeting with DD re:training facility	0.25	$280.00	**$70.00**
Service	07/14/2026 - Document review: Policies / Bob McNeilly	1.50	$280.00	**$420.00**
Service	07/14/2026 - Meeting, Ad Hoc: Internal / Bob McNeilly: Systems set up during on boarding	0.50	$280.00	**$140.00**
Service	07/14/2026 - Meeting, Recurring: Internal / Jason Armstrong: Attended team meeting	0.50	$280.00	**$140.00**

Service	07/14/2026 - Document review: Policies / Arlinda Westbrook: Review and comment on Critical Incident Communications plan	2.00	$280.00	**$560.00**
Service	07/14/2026 - Document review: Policies / Mary Ann Viverette: FTO SOP	1.50	$280.00	**$420.00**
Service	07/14/2026 - Meeting, Ad Hoc: Internal / Eric Melancon: Review of Year 3 and Year 4 draft plan content with Lisa	0.25	$280.00	**$70.00**
Service	07/14/2026 - Community Engagement Activities / Arlinda Westbrook: Observed the COW meeting to report on our semi annual report	2.00	$280.00	**$560.00**
Service	07/14/2026 - Document review: Policies / Arlinda Westbrook: Review of Critical Incident Policy	2.00	$280.00	**$560.00**
Service	07/14/2026 - Meeting, Recurring: Internal / Lisa Fink: Participate in ELEFA weekly team meeting and had follow-up chat with D Douglass regarding Years 3 & 4 Evaluation Plan	1.00	$280.00	**$280.00**
Service	07/14/2026 - Progress Evaluation & Reporting / Lisa Fink: Edits to Years 3 and 4 Evaluation Plan	0.25	$280.00	**$70.00**
Service	07/14/2026 - Document review: Policies / Lisa Fink: Additional review of FTO SOP.	0.75	$280.00	**$210.00**
Service	07/14/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Internal call with M Viverette and B McNeilly regarding FTO SOP.	1.50	$280.00	**$420.00**
Service	07/14/2026 - Document review: Policies / Lisa Fink: Review of critical incidents policy and communications plan	1.50	$280.00	**$420.00**
Service	07/14/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with E Melancon regarding Years 3 and 4 Evaluation Plan	0.25	$280.00	**$70.00**
Service	07/14/2026 - Community Engagement Activities / David Douglass: City Council Appearance, including preparation and follow-up	5.75	$350.00	**$2,012.50**
Service	07/14/2026 - Meeting, Recurring: Internal / Carolina Maberry	1.50	$30.00	**$45.00**
Service	07/14/2026 - Community Engagement Activities / Arlinda Westbrook: Community Engagement meeting with MPD IU	1.50	$280.00	**$420.00**
Service	07/15/2026 - Meeting, Recurring: External / Mary Ann Viverette: MDHR weekly update	1.00	$280.00	**$280.00**
Service	07/15/2026 - Document review: Reports & Other Documents / Mary Ann Viverette: Review of draft IA staffing analysis	1.00	$280.00	**$280.00**
Service	07/15/2026 - Admin: Other / Bob McNeilly: complete department application and obtain fingerprints	1.50	$280.00	**$420.00**
Service	07/15/2026 - Meeting, Recurring: External / Mary Ann Viverette: IU update meeting and preparation of notes to share with those not in attendance	0.75	$280.00	**$210.00**
Service	07/15/2026 - Prepare Memoranda, Correspondence, or other Written Communications / Julie Solomon: Internal/external email	0.25	$280.00	**$70.00**
Service	07/15/2026 - Meeting, Recurring: External / Mary Ann Viverette: OPCR update	1.00	$280.00	**$280.00**
Service	07/15/2026 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/OPCR check in	1.50	$280.00	**$420.00**

Service	07/15/2026 - Meeting, Recurring: External / Arlinda Westbrook: Elefa/MDHR weekly check in	1.00	$280.00	**$280.00**
Service	07/15/2026 - Meeting, Ad Hoc: External / Bob McNeilly: Weekly meeting w/MPD, MDPR, ELEFAMN - FTO SOP	2.00	$280.00	**$560.00**
Service	07/15/2026 - Document review: Policies / Mary Ann Viverette: SOP FTO almost final review with large group	2.00	$280.00	**$560.00**
Service	07/15/2026 - Admin: Scheduling and Coordination / John Salomone: Meeting maintenance	0.25	$100.00	**$25.00**
Service	07/15/2026 - Meeting Prep / Lisa Fink: Prepare for FTO SOP workshop.	0.50	$280.00	**$140.00**
Service	07/15/2026 - Workshopping Session: Policy Development / Lisa Fink: Participate in workshop with Parties regarding FTO SOP.	2.00	$280.00	**$560.00**
Service	07/15/2026 - Meeting, Ad Hoc: Internal / Lisa Fink: Call with A Westbrook regarding corrective active matrix and critical incidents policy.	0.25	$280.00	**$70.00**
Service	07/15/2026 - Meeting, Recurring: External / Arlinda Westbrook: IU check in meeting	1.00	$280.00	**$280.00**
Service	07/15/2026 - Meeting, Recurring: External / Arlinda Westbrook: Standing Workshopping meeting	2.00	$280.00	**$560.00**
Service	07/16/2026 - Document review: Policies / Mary Ann Viverette: Warrants with MDHR and A. Westbrook	0.50	$280.00	**$140.00**
Service	07/16/2026 - Meeting, Recurring: External / Mary Ann Viverette: IU/FIT updates	0.75	$280.00	**$210.00**
Service	07/16/2026 - Meeting, Ad Hoc: Internal / Julie Solomon: Team discussion on Critical Incident Policy Review/Comments	1.50	$280.00	**$420.00**
Service	07/16/2026 - Meeting, Recurring: External / Arlinda Westbrook: IA/Fit Weekly update	0.75	$280.00	**$210.00**
Service	07/16/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: IA staffing update meeting	0.50	$280.00	**$140.00**
Service	07/16/2026 - Document review: Policies / Arlinda Westbrook: Critical Incident Policy review	1.50	$280.00	**$420.00**
Service	07/16/2026 - Meeting, Ad Hoc: External / Arlinda Westbrook: Elefa/MDHR planning meeting	1.00	$280.00	**$280.00**
Service	07/16/2026 - Document review: Policies / Mary Ann Viverette: Review of Critical incidents with Solomon, Fink and Westbrook	1.50	$280.00	**$420.00**
Service	07/16/2026 - Meeting Prep / Lisa Fink: Prepare for Warrants call with MDHR	0.50	$280.00	**$140.00**
Service	07/16/2026 - Meeting, Ad Hoc: External / Lisa Fink: Call with MDHR regarding Warrants policy.	0.75	$280.00	**$210.00**
Service	07/16/2026 - Document review: Policies / Lisa Fink: Additional review and edits to Warrants policy.	0.50	$280.00	**$140.00**
Service	07/16/2026 - Document review: Policies / Lisa Fink: Review of critical incident policy and communications plan comments.	1.50	$280.00	**$420.00**

Service	07/16/2026 - Meeting, Ad Hoc: External / Lisa Fink: Call with D Douglass and S Wiersma regarding Warrants policy.	1.00	$280.00	**$280.00**
Service	07/16/2026 - Meeting, Ad Hoc: External / Lisa Fink: Internal ELEFA call regarding comments on critical incidents policy and communications plan	1.50	$280.00	**$420.00**
Service	07/16/2026 - Document review: Policies / Lisa Fink: Additional edits to comments on critical incidents policy and communications plan.	0.25	$280.00	**$70.00**
Service	07/17/2026 - Fact Finding & Analysis / Lisa Fink: Review Federation Contract related to critical incidents policy review.	0.25	$280.00	**$70.00**
Service	07/17/2026 - Community Engagement Activities / Arlinda Westbrook: Youth engagement planning meeting	1.00	$280.00	**$280.00**
Product	06/21/2026 - Minneapolis Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	$69.00	**$69.00**
Product	06/21/2026 - Airfare / Arlinda Westbrook	1.00	$916.60	**$916.60**
Product	06/22/2026 - Airfare / David Douglass: David's Flight receipt (Trip to Minneapolis June 22 to 25 2026)	1.00	$1,096.79	**$1,096.79**
Product	06/22/2026 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber receipt for Travel from the airport to the hotel	1.00	$47.94	**$47.94**
Product	06/22/2026 - Minneapolis Per Diem: Partial Day (day of travel) / David Douglass	1.00	$69.00	**$69.00**
Product	06/22/2026 - Minneapolis Per Diem: Full Day / Arlinda Westbrook	1.00	$92.00	**$92.00**
Product	06/23/2026 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber receipt from meeting CUAPB To the hotel	1.00	$18.02	**$18.02**
Product	06/23/2026 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber trip receipt from the hotel to the dinner meeting CUAPB	1.00	$18.96	**$18.96**
Product	06/23/2026 - Minneapolis Per Diem: Full Day / David Douglass	1.00	$92.00	**$92.00**
Product	06/23/2026 - Minneapolis Per Diem: Full Day / Arlinda Westbrook	1.00	$92.00	**$92.00**
Product	06/24/2026 - In and Around Transportation (Uber, Taxi, Bus, Rail) / David Douglass: Uber receipt from City Hall to the hotel	1.00	$13.95	**$13.95**
Product	06/24/2026 - Minneapolis Per Diem: Full Day / David Douglass	1.00	$92.00	**$92.00**
Product	06/24/2026 - Minneapolis Per Diem: Full Day / Arlinda Westbrook	1.00	$92.00	**$92.00**
Product	06/25/2026 - Minneapolis Per Diem: Partial Day (day of travel) / David Douglass	1.00	$69.00	**$69.00**
Product	06/25/2026 - Lodging / David Douglass: David's lodging receipt during his stay in MPLS dated June 22-25	1.00	$1,111.28	**$1,111.28**
Product	06/25/2026 - Minneapolis Per Diem: Partial Day (day of travel) / Arlinda Westbrook	1.00	$69.00	**$69.00**
Product	06/25/2026 - Lodging / Arlinda Westbrook	1.00	$1,578.44	**$1,578.44**
Product	07/13/2026 - Airfare / David Douglass: July flights to and from Minneapolis dated July 13 to July 15, 2026	1.00	$984.81	**$984.81**

Product	07/13/2026 - Lodging / David Douglass: Lodging receipt in Residence INN dated July 13 to July 15 2026	1.00	$513.04	**$513.04**
Product	07/13/2026 - Minneapolis Per Diem: Partial Day (day of travel) / David Douglass	1.00	$69.00	**$69.00**
Product	07/14/2026 - Minneapolis Per Diem: Full Day / David Douglass	1.00	$92.00	**$92.00**
Product	07/15/2026 - Minneapolis Per Diem: Partial Day (day of travel) / David Douglass	1.00	$69.00	**$69.00**
Product	07/17/2026 - Other / Bob McNeilly: Mail application and fingerprint card to MPD	1.00	$20.13	**$20.13**
Product	07/17/2026 - Other / Jason Armstrong: Fingerprints	1.00	$30.00	**$30.00**
Product	07/17/2026 - Other / Jason Armstrong: Shipping fingerprint card	1.00	$8.75	**$8.75**

Subtotal	**$110,107.21**
Payments	**-$110,107.21**

Total hours: **372h 15min**

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.