



Maggie Hickey as Independent Monitor Involving the  
Chicago Police Department

Invoice Number 2520524  
Invoice Date 02/27/2026  
Client Number 451895  
Matter Number 00000  
Reference Number 17-CV-6260

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For Professional Services Rendered Through January 31, 2026

Re: CPD Monitor

Total Fees	243,699.00
Total Disbursements	212,394.31
<b>Total Amount Due This Invoice</b>	<b>\$456,093.31</b>
Prior Balance Due	840,832.88
<b>Total Balance Due Upon Receipt</b>	<b>\$1,296,926.19</b>

**\*\*\* Current Balance of Unallocated \$347,891.45 \*\*\***

Taxpayer Identification Number: [REDACTED]

Due Upon Receipt

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
01/01/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the Accountability and Transparency section of the Consent Decree for the thirteenth reporting period	1.10	495.00
01/01/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the Officer Wellness and Support section of the Consent Decree for the thirteenth reporting period	2.90	1,305.00
01/01/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the Recruitment, Hiring, and Promotion section of the Consent Decree for the thirteenth reporting period	2.10	945.00
01/01/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the thirteenth reporting period	3.80	1,710.00
01/02/26	Alex J. Becker	Communications with IMT members related to Data and Crisis Intervention sections and draft IMT comments.	0.10	39.50
01/02/26	Alexander S. Birkhold	Communicate with IMT members and associate monitors regarding use of force productions.	0.10	45.00
01/02/26	Alexander S. Birkhold	Draft and revise Comments on Use of Force productions.	0.30	135.00
01/02/26	Alexander S. Birkhold	Analyze and review use of force productions.	0.80	360.00
01/02/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the Accountability and Transparency section of the Consent Decree for the thirteenth reporting period	1.40	630.00
01/02/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the thirteenth reporting period	3.90	1,755.00
01/02/26	Stella T. Oyalabu	Analyze training productions.	0.20	79.00
01/03/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the Consent Decree for the thirteenth reporting period	3.10	1,395.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
01/04/26	Alex J. Becker	Drafted/revised IMT comments related to Crisis Intervention section.	2.90	1,145.50
01/04/26	Alex J. Becker	Reviewed/analyzed document productions, internal notes, and IMT deadlines related to Crisis Intervention and Data sections and IMR-13 report.	0.80	316.00
01/04/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the thirteenth and fourteenth reporting periods	3.70	1,665.00
01/04/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the thirteenth reporting period	1.20	540.00
01/05/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMT deadlines, document productions, and IMR-13 Report.	1.60	632.00
01/05/26	Alex J. Becker	Reviewed/analyzed City and CPD document productions related to Crisis Intervention and Data sections.	1.00	395.00
01/05/26	Alex J. Becker	Monitored IMT deadlines related to Data and Crisis Intervention sections, IMT comments, and IMR-13 Report.	0.10	39.50
01/05/26	Alex J. Becker	Drafted/reviewed/revised IMT comments and second draft of IMR-13 Report related to Crisis Intervention and Data sections.	4.60	1,817.00
01/05/26	Alexander S. Birkhold	Communicate with associate monitor and IMT members regarding use of force productions.	0.20	90.00
01/05/26	Alexander S. Birkhold	Analyze and review use of force productions.	0.60	270.00
01/05/26	Alexander S. Birkhold	Draft and revise comments on use of force productions.	0.40	180.00
01/05/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the thirteenth and fourteenth reporting periods	2.20	990.00
01/05/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Police Department regarding general updates	0.40	180.00
01/05/26	Anthony-Ray Sepulveda	Communications with members of the	0.80	360.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods		
01/05/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth reporting period	1.20	540.00
01/05/26	Anthony-Ray Sepulveda	Preparing for meetings with the Independent Monitoring Team and the parties to the Consent Decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office) regarding stops by the Chicago Police Department	1.10	495.00
01/05/26	Maggie Hickey	Weekly meeting with City and IMT regarding Consent Decree issues.	0.50	250.00
01/05/26	Maggie Hickey	Review of productions.	1.90	950.00
01/05/26	Maggie Hickey	Draft IMT comments in response to productions.	1.90	950.00
01/05/26	Sarah M. Oligmueller	Review and analyze new and outstanding Accountability and Transparency productions.	0.50	197.50
01/05/26	Stella T. Oyalabu	Analyze training productions.	0.60	237.00
01/05/26	Stella T. Oyalabu	Attend weekly section meeting for Training and Recruitment, Hiring and Promotions.	0.40	158.00
01/05/26	Vyasa Babu	Implementing revisions to IMR-13 Impartial Policing appendix	6.10	1,982.50
01/05/26	William J. Williams	Correspondence with Consent Decree Supervision team regarding productions by the City and the CPD	0.10	37.50
01/06/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMT deadlines, document productions, and IMR-13 Report.	1.00	395.00
01/06/26	Alex J. Becker	Reviewed/analyzed City and CPD document productions related to Crisis Intervention and Data sections.	0.60	237.00
01/06/26	Alex J. Becker	Communications with CPD regarding monthly meetings related to Crisis	0.10	39.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Intervention section.		
01/06/26	Alex J. Becker	Drafted/reviewed/revise IMT comments and second draft of IMR-13 Report related to Crisis Intervention section.	5.20	2,054.00
01/06/26	Alex J. Becker	Reviewed portions of City of Chicago Status Report for IMR-13 related to Crisis Intervention and Data sections.	0.20	79.00
01/06/26	Alex J. Becker	Monitored IMT deadlines related to Data and Crisis Intervention sections, IMT comments, and IMR-13 Report.	0.10	39.50
01/06/26	Alexander S. Birkhold	Participate in weekly use of force meeting.	0.90	405.00
01/06/26	Alexander S. Birkhold	Communicate with associate monitors and IMT members regarding use of force productions.	0.20	90.00
01/06/26	Alexander S. Birkhold	Draft and revise comments on use of force productions.	0.20	90.00
01/06/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions.	0.40	180.00
01/06/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth reporting period	2.60	1,170.00
01/06/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the thirteenth reporting period	2.40	1,080.00
01/06/26	Maggie Hickey	Review of OAG, City, and IMT communications.	0.60	300.00
01/06/26	Maggie Hickey	Review productions and draft IMT comments regarding policies and trainings covered by the Consent Decree.	1.40	700.00
01/06/26	Stella T. Oyalabu	Draft IMT response to training production.	0.20	79.00
01/06/26	Vyasa Babu	Revising IMR-13 Community Policing appendix draft	3.80	1,235.00
01/06/26	William J. Williams	Conference with IMT Supervision section regarding comments to Productions by the city and CPD	0.30	112.50
01/06/26	William J. Williams	Officer Wellness / Executive Sponsor Bi-Weekly Check-in	0.80	300.00

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01/07/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMT deadlines, document productions, and IMR-13 Report.	0.90	355.50
01/07/26	Alex J. Becker	Monitored IMT deadlines related to document productions, draft comments, and IMR-13 Report writing.	0.10	39.50
01/07/26	Alex J. Becker	Reviewed communication from CPD regarding monthly meetings related to Crisis Intervention section.	0.10	39.50
01/07/26	Alex J. Becker	Drafted/reviewed/revise IMT comments and second draft of IMR-13 Report related to Crisis Intervention and Data sections.	6.10	2,409.50
01/07/26	Alexander S. Birkhold	Analyze and review use of force productions.	0.60	270.00
01/07/26	Alexander S. Birkhold	Communicate with associate monitors and IMT members regarding use of force productions and comments.	0.30	135.00
01/07/26	Alexander S. Birkhold	Draft and revise comments on use of force productions.	0.30	135.00
01/07/26	Alexander S. Birkhold	Draft and revise IMR-13 sections.	3.40	1,530.00
01/07/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Commission of Police Safety and Accountability regarding general updates	0.60	270.00
01/07/26	Anthony-Ray Sepulveda	Preparing for the Chief Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing	0.80	360.00
01/07/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.60	270.00
01/07/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the thirteenth and fourteenth reporting periods	2.10	945.00
01/07/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	1.20	540.00
01/07/26	Brianne E. Megahan	Attending meeting with members of the	0.50	162.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		IMT regarding accountability and transparency sections and upcoming deadlines for IMR-13.		
01/07/26	Kaitlin Grace Klamann	Conferred with associate monitor and CNA consultants on issues relating to ISR section including IMR-13 and paragraph 843 study.	0.30	135.00
01/07/26	Kaitlin Grace Klamann	Call with M. Hickey, A.R. Sepulveda and representatives from the CCPSA to discuss upcoming meeting.	0.60	270.00
01/07/26	Kaitlin Grace Klamann	Conferred with M. Hickey, A. R. Sepulveda, and R. Monroe on upcoming CCPSA meeting.	0.50	225.00
01/07/26	Maggie Hickey	Meeting with CCPSA regarding traffic stops and its intersection with Consent Decree.	0.50	250.00
01/07/26	Maggie Hickey	CPD IMT meeting regarding CCPSA and its positions on traffic stops inclusion in the Consent Decree.	0.70	350.00
01/07/26	Sarah M. Oligmueller	Analyze compliance movement for Accountability and Transparency paragraphs for Independent Monitoring Report 13.	3.50	1,382.50
01/07/26	Sarah M. Oligmueller	Communications with the IMT's Accountability and Transparency team regarding productions, methodologies, compliance, file review, and reports.	0.50	197.50
01/07/26	Stella T. Oyalabu	Analyze training productions.	0.10	39.50
01/07/26	Vyasa Babu	Weekly IMT Impartial and Community Policing IMR-13 status update	0.80	260.00
01/07/26	Vyasa Babu	Updating IMR-13 IP and CP appendix drafts	5.90	1,917.50
01/07/26	William J. Williams	Supervision / Executive Sponsor Bi-Weekly Check-In	0.80	300.00
01/07/26	William J. Williams	Correspondence with IMT attorneys and Associate Monitors regarding cross-section comments	0.70	262.50
01/08/26	Alex J. Becker	Reviewed/analyzed City and CPD document productions related to Data and Crisis Intervention sections and IMR-13 Compliance Summary.	1.60	632.00

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01/08/26	Alex J. Becker	Reviewed methodologies for IMR-13 related to Crisis Intervention section.	0.20	79.00
01/08/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMT deadlines, document productions, and IMR-13 Report.	1.30	513.50
01/08/26	Alex J. Becker	Reviewed communications with City and OAG regarding Crisis Intervention section.	0.10	39.50
01/08/26	Alex J. Becker	Drafted/reviewed/revised IMT comments and IMR-13 Report related to Crisis Intervention and Data sections.	1.30	513.50
01/08/26	Alexander S. Birkhold	Draft and revise IMR-13 sections.	2.80	1,260.00
01/08/26	Alexander S. Birkhold	Communicate with associate monitors and IMT members regarding draft report and comments on productions.	0.20	90.00
01/08/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, the Chicago Police Department, and the Office of the Illinois Attorney General regarding general updates	0.60	270.00
01/08/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	2.40	1,080.00
01/08/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth reporting period	0.50	225.00
01/08/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.80	360.00
01/08/26	Maggie Hickey	City and IMT weekly check-in regarding Consent Decree.	0.50	250.00
01/08/26	Maggie Hickey	IMT Leadership meeting regarding draft IMR-13 and outstanding Consent Decree issues.	1.50	750.00
01/08/26	Maggie Hickey	Pre-Settlement Conference with OAG, City, and IMT regarding Consent Decree issues.	1.00	500.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
01/08/26	Maggie Hickey	Monthly COPA meeting with OAG, City and IMT regarding Consent Decree.	0.90	450.00
01/08/26	Maggie Hickey	Review IMT comments and No Objection Notices regarding Consent Decree assessments.	0.60	300.00
01/08/26	Maggie Hickey	Review year end CompStat report.	0.20	100.00
01/08/26	Sarah M. Oligmueller	Communications with COPA, the OAG, and the IMT regarding the Accountability and Transparency section.	0.70	276.50
01/08/26	Stella T. Oyalabu	Draft and revise IMT response to training production.	1.40	553.00
01/08/26	Vyasa Babu	Drafting IMT response letters to G04-06 and S02-07	4.80	1,560.00
01/08/26	Vyasa Babu	Revising IMR-13 Impartial Policing introduction	3.80	1,235.00
01/08/26	William J. Williams	Conference with IMT Supervision section related to City and CPD productions and IMR 13	1.50	562.50
01/09/26	Alex J. Becker	Reviewed/analyzed document productions related to Data and Crisis Intervention sections.	1.90	750.50
01/09/26	Alex J. Becker	Drafted/reviewed/revised IMT comments and IMR-13 Report related to Crisis Intervention and Data sections.	3.20	1,264.00
01/09/26	Alex J. Becker	Reviewed OAG comments related to Data section.	0.10	39.50
01/09/26	Alex J. Becker	Monitored IMT deadlines related to Crisis Intervention and Data sections and IMR-13 report.	0.10	39.50
01/09/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMT deadlines, document productions, and IMR-13 Report.	2.30	908.50
01/09/26	Alexander S. Birkhold	Communicate with IMT members regarding productions and IMR-13.	0.30	135.00
01/09/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions.	1.20	540.00
01/09/26	Alexander S. Birkhold	Draft and revise comments on use of force productions.	0.30	135.00

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01/09/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team and the Office of the Illinois Attorney General regarding general updates	0.50	225.00
01/09/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Commission of Police Safety and Accountability regarding general updates	0.70	315.00
01/09/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth reporting period	0.60	270.00
01/09/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.10	45.00
01/09/26	Anthony-Ray Sepulveda	Preparing for meetings with the Independent Monitoring Team and the parties to the Consent Decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office) regarding stops by the Chicago Police Department	2.30	1,035.00
01/09/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	2.70	1,215.00
01/09/26	Kaitlin Grace Klamann	Reviewed prior notes and emails to construct timeline of meetings with CCPSA, actions by CCPSA, and revisions to IMT's proposed stipulation on traffic stops in advance of meeting with CCPSA.	1.80	810.00
01/09/26	Kaitlin Grace Klamann	Conferred with M. Hickey and A.R. Sepulveda regarding approach to CCPSA meeting.	0.30	135.00
01/09/26	Kaitlin Grace Klamann	Attended meeting with CCPSA.	0.80	360.00
01/09/26	Kaitlin Grace Klamann	Revised draft comments on CPD's production of Pre-Service (Supervisor) Training on ISRs and sent same to K. Putney for review.	1.10	495.00
01/09/26	Maggie Hickey	Meeting with CCPSA Commissioners	1.00	500.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		regarding amended stipulation for traffic stops to be added to the Consent Decree.		
01/09/26	Maggie Hickey	Meeting with K. Klamann regarding the intersection of ISR section and adding traffic stops to the Consent Decree.	0.60	300.00
01/09/26	Maggie Hickey	Review IMT draft comments and No Objection Notice on policies for Consent Decree assessment.	0.70	350.00
01/09/26	Maggie Hickey	Draft and review remarks for upcoming court hearing regarding Consent Decree.	0.60	300.00
01/09/26	Sarah M. Oligmueller	Communications with IMT members regarding the Accountability and Transparency section.	0.50	197.50
01/09/26	Stella T. Oyalabu	Draft and finalize IMT response to training production.	0.50	197.50
01/09/26	Stella T. Oyalabu	Draft recruitment, hiring and promotions section for IMR-13 report.	4.40	1,738.00
01/09/26	Vyasa Babu	Revising and reviewing production and compliance history for G04-06	4.80	1,560.00
01/09/26	Vyasa Babu	Revising and reviewing production history for S02-07 and related Disability policies for response letter.	2.60	845.00
01/10/26	Alex J. Becker	Drafted/revised IMT comments related to Crisis Intervention section.	1.70	671.50
01/10/26	Alex J. Becker	Finalized and submitted IMT comments related to Crisis Intervention section to City, CPD, and OAG.	0.10	39.50
01/10/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section and draft IMT comments.	0.10	39.50
01/10/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.70	315.00
01/10/26	Kaitlin Grace Klamann	Revised draft of IMT comments on Pre-Service ISR training and produced same to the parties.	0.50	225.00
01/11/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.10	45.00
01/12/26	Alex J. Becker	Drafted/revised IMT comments related to	2.50	987.50

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		Crisis Intervention and Data sections.		
01/12/26	Alex J. Becker	Monitored IMT deadlines related to Crisis Intervention and Data sections.	0.10	39.50
01/12/26	Alex J. Becker	Reviewed OAG comments related to Crisis Intervention section.	0.10	39.50
01/12/26	Alex J. Becker	Communication with counsel for City regarding updated protocols for IMT comment submission.	0.10	39.50
01/12/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, IMT deadlines, draft IMT comments, updated IMT guidelines, and IMR-13 report.	0.90	355.50
01/12/26	Alex J. Becker	Reviewed updated internal IMT Guide.	0.10	39.50
01/12/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions.	0.70	315.00
01/12/26	Alexander S. Birkhold	Draft and revise comments on use of force production.	0.50	225.00
01/12/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Police Department regarding general updates	0.50	225.00
01/12/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.00	450.00
01/12/26	Anthony-Ray Sepulveda	Preparing for the Chief Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing	0.90	405.00
01/12/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth and fourteenth reporting periods	1.40	630.00
01/12/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.50	225.00
01/12/26	Anthony-Ray Sepulveda	Paragraph 668 meeting with Superintendent of the Chicago Police Department, the Independent Monitoring Team, and the Parties to the Consent	0.80	360.00

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		Decree (the City of Chicago and the Illinois Attorney General's Office)		
01/12/26	Brianne E. Megahan	Meeting with members of IMT team regarding drafting of IMR-13 Accountability & Transparency sections.	0.40	130.00
01/12/26	Brianne E. Megahan	Drafting comments to CPD's production.	3.20	1,040.00
01/12/26	Brianne E. Megahan	Drafting portions of IMR-13 for accountability and transparency sections.	1.10	357.50
01/12/26	Maggie Hickey	Weekly meeting with City and IMT regarding Consent Decree issues.	0.50	250.00
01/12/26	Maggie Hickey	Associate monitor meeting regarding the Consent Decree.	0.50	250.00
01/12/26	Maggie Hickey	Meeting with IMT leadership regarding ISR section of the Consent Decree.	1.00	500.00
01/12/26	Maggie Hickey	Para. 668 meeting with OAG, City and IMT regarding the outstanding issues of the Consent Decree.	1.50	750.00
01/12/26	Maggie Hickey	Community Engagement team meeting regarding survey and community strategy under the Consent Decree.	0.50	250.00
01/12/26	Maggie Hickey	IMT communications regarding the Consent Decree discussion items for the 668 meeting with Superintendent Snelling.	0.80	400.00
01/12/26	Maggie Hickey	Review OAG responses and comments regarding CIT section of Consent Decree.	0.20	100.00
01/12/26	Sarah M. Oligmueller	Revise IMT responses to Accountability and Transparency productions.	0.70	276.50
01/12/26	Stella T. Oyalabu	Attend section meeting for Training and Recruitment, Hiring and Promotions.	0.90	355.50
01/12/26	Stella T. Oyalabu	Analyze training productions.	0.40	158.00
01/12/26	Vyasa Babu	Revising updated draft of IMR-13 Community Policing Intro and Appendix	5.30	1,722.50
01/12/26	Vyasa Babu	Revising IMR-13 Impartial Policing Intro and Appendix	2.90	942.50
01/12/26	William J. Williams	Revise Appendices to IMR 13 related to Supervision section	4.00	1,500.00
01/13/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMT	1.70	671.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		deadlines, and IMR-13 report.		
01/13/26	Alex J. Becker	Drafted/reviewed/revise IMT comments and IMR-13 report related to Data and Crisis Intervention sections.	6.50	2,567.50
01/13/26	Alex J. Becker	Finalized and submitted IMT no objection notice related to Data section to City, CPD, and OAG.	0.10	39.50
01/13/26	Alexander S. Birkhold	Participate in weekly use of force section meeting.	0.50	225.00
01/13/26	Alexander S. Birkhold	Analyze and review use of force productions and prepare comments.	1.20	540.00
01/13/26	Alexander S. Birkhold	Analyze and review best practices for measuring fleeing subjects and use of force.	1.60	720.00
01/13/26	Anthony-Ray Sepulveda	Preparing for the Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing	2.10	945.00
01/13/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.50	675.00
01/13/26	Anthony-Ray Sepulveda	Settlement Conference with Chief Judge Rebecca Pallmeyer and members of the Independent Monitoring Team, the City of Chicago, and the Office of the Illinois Attorney General	0.60	270.00
01/13/26	Anthony-Ray Sepulveda	Judge Rebecca Pallmeyer's January 2026 public hearing regarding the Consent Decree and the Supervision and Accountability and Transparency sections	1.60	720.00
01/13/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	0.70	315.00
01/13/26	Brianne E. Megahan	Reviewing edits to comments on accountability and transparency submissions and correspondence with members of the IMT team regarding the same.	0.40	130.00
01/13/26	Maggie Hickey	Meeting with Superintendent Snelling regarding Consent Decree compliance assessments.	0.80	400.00

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01/13/26	Maggie Hickey	Settlement Conference with Judge Pallmeyer, OAG, City and IMT regarding Consent Decree.	1.00	500.00
01/13/26	Maggie Hickey	Public Status Hearing with Judge Pallmeyer, OAG, City and IMT regarding BIA Section of Consent Decree.	1.50	750.00
01/13/26	Maggie Hickey	Observe Critical Incident meeting and Force Review Board for Consent Decree compliance.	0.50	250.00
01/13/26	Sarah M. Oligmueller	Revise IMT statements for the public hearing regarding the Supervision and Accountability and Transparency sections.	0.50	197.50
01/13/26	Sarah M. Oligmueller	Review and analyze new and outstanding Accountability and Transparency productions.	0.30	118.50
01/13/26	Stella T. Oyalabu	Finalize IMT response to training production.	0.20	79.00
01/13/26	Vyasa Babu	Revising IMR-13 Impartial and Community Policing methodologies	7.40	2,405.00
01/13/26	William J. Williams	Further revise Appendices related to Supervision section regarding IMR 13	2.50	937.50
01/13/26	William J. Williams	Conference with Supervision associate monitor related to IMT draft of IMR 13	1.20	450.00
01/14/26	Alex J. Becker	Reviewed/analyzed updated reformatted methodologies related to Crisis Intervention and Data sections.	0.70	276.50
01/14/26	Alex J. Becker	Reviewed/analyzed CPD document production related to Data section.	0.30	118.50
01/14/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention and Data sections, IMR-13 report, IMT deadlines, and document productions.	1.30	513.50
01/14/26	Alex J. Becker	Drafted/reviewed/revised IMT comments and IMR-13 materials related to Crisis Intervention section.	1.70	671.50
01/14/26	Alex J. Becker	Reviewed/analyzed OAG comments and corresponding document production related to Data section.	0.90	355.50
01/14/26	Alex J. Becker	Reviewed/managed upcoming deadlines related to IMT comments and IMR-13 report.	0.10	39.50

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01/14/26	Alex J. Becker	Review materials for IMT attorneys meeting related to IMR-13 report.	0.40	158.00
01/14/26	Alex J. Becker	Attended IMT attorneys meeting and discussed issues related to IMR-13 report with IMT member.	0.50	197.50
01/14/26	Alexander S. Birkhold	Participate in bi-monthly IMT meeting to discuss IMR-13 compliance assessments.	0.50	225.00
01/14/26	Alexander S. Birkhold	Draft and revise IMR-13 section on use of force.	0.30	135.00
01/14/26	Alexander S. Birkhold	Review best practices and develop methodologies related to use of force section.	1.60	720.00
01/14/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth and fourteenth reporting periods	2.90	1,305.00
01/14/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.80	810.00
01/14/26	Brianne E. Megahan	Drafting portions of IMR-13 regarding accountability and transparency sections.	3.10	1,007.50
01/14/26	Brianne E. Megahan	Correspondence with members of the IMT regarding no-objection notice and comments related to accountability and transparency sections.	0.30	97.50
01/14/26	Kaitlin Grace Klamann	Revised draft of IMR-13 for ISR section	0.80	360.00
01/14/26	Kaitlin Grace Klamann	Conferred with CNA consultant and associate monitor on ISRs regarding IMR-13 and responses to CPD productions.	0.30	135.00
01/14/26	Maggie Hickey	Attend weekly Public Safety Strategy meeting and follow up with Command Staff.	1.40	700.00
01/14/26	Maggie Hickey	Attendance at meeting with Coalition, City, OAG and IMT regarding high number of use of force and pointing incidents under the Consent Decree.	1.80	900.00
01/14/26	Maggie Hickey	Preparation for meeting with Coalition, City, OAG and IMT regarding high number of use of force and pointing incidents	0.70	350.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		under the Consent Decree.		
01/14/26	Stella T. Oyalabu	Attend bimonthly attorney meeting regarding IMR-13 compliance assessments.	0.50	197.50
01/14/26	Stella T. Oyalabu	Analyze the methodologies for Recruitment, Hiring and Promotions.	0.20	79.00
01/14/26	Vyasa Babu	Bi-Weekly IMT Associate deliverables meeting regarding IMR-13 compliance assessments.	1.00	325.00
01/14/26	Vyasa Babu	Weekly IMT Impartial and Community Policing update	0.50	162.50
01/14/26	Vyasa Babu	Revising IMR-13 Impartial and Community Policing methodologies	5.40	1,755.00
01/15/26	Alex J. Becker	Reviewed internal notes for draft IMT comments related to Crisis Intervention section.	0.40	158.00
01/15/26	Alex J. Becker	Drafted IMT comments related to Data section.	0.90	355.50
01/15/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMR-13 report, document productions, and IMT deadlines.	0.70	276.50
01/15/26	Alex J. Becker	Reviewed IMT deadlines and records related to Data and Crisis Intervention sections and IMR-13 report.	0.20	79.00
01/15/26	Alex J. Becker	Analyzed City and CPD document productions related to Crisis Intervention section.	0.20	79.00
01/15/26	Alex J. Becker	Review materials for IMT meeting related to Crisis Intervention section.	0.40	158.00
01/15/26	Alex J. Becker	Attended IMT meeting related to Crisis Intervention section.	0.70	276.50
01/15/26	Alexander S. Birkhold	Participate in Monthly IMT/OAG: De-Escalation, Response to Resistance and Use of Force meeting.	0.70	315.00
01/15/26	Alexander S. Birkhold	Develop use of force methodologies.	1.50	675.00
01/15/26	Alexander S. Birkhold	Communicate with IMT members and the CPD regarding use of force section.	0.20	90.00

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01/15/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.70	765.00
01/15/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding requests for, productions of, and responses to records from the City of Chicago for the Crisis Intervention section	0.60	270.00
01/15/26	Brianne E. Megahan	Drafting portions of IMR-13 regarding accountability and transparency sections.	2.30	747.50
01/15/26	Kaitlin Grace Klamann	Reviewed previous notes, drafted proposal for revised traffic stop stipulation to the parties, and sent draft to A. R. Sepulveda for review.	4.80	2,160.00
01/15/26	Maggie Hickey	City and IMT weekly check-in regarding Consent Decree.	0.50	250.00
01/15/26	Maggie Hickey	IMT Leadership meeting regarding draft IMR-13 and outstanding Consent Decree issues.	1.50	750.00
01/15/26	Maggie Hickey	Review of City communications regarding Consent Decree priorities.	0.20	100.00
01/15/26	Maggie Hickey	Review of IMT draft comments for Consent Decree compliance.	0.50	250.00
01/15/26	Stella T. Oyalabu	Revise IMT response to training production.	0.60	237.00
01/15/26	Vyasa Babu	Drafting IMT Comments on Disability training bulletin and revising NON letter for S02-07	4.90	1,592.50
01/15/26	Vyasa Babu	Revising draft IMR-13 compliance summaries for impartial and community policing	3.20	1,040.00
01/15/26	William J. Williams	Conference with IMT Supervision section related to IMR 13 draft	1.00	375.00
01/16/26	Alex J. Becker	Drafted/reviewed/revised IMT comments related to Crisis Intervention section.	5.40	2,133.00
01/16/26	Alex J. Becker	Reviewed/analyzed document productions related to Data and Crisis Intervention sections and status reports.	0.60	237.00
01/16/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section, draft	1.00	395.00

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		IMT comments, document productions, IMR-13 report, and IMT deadlines.		
01/16/26	Alexander S. Birkhold	Communicate with IMT members, associate monitors, the City, and the CPD regarding use of force section projects.	0.40	180.00
01/16/26	Alexander S. Birkhold	Develop use of force methodologies.	1.20	540.00
01/16/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions.	0.60	270.00
01/16/26	Alexander S. Birkhold	Draft and revise comments on use of force productions.	0.10	45.00
01/16/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team and the Office of the Illinois Attorney General regarding general updates	0.50	225.00
01/16/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, and the Office of the Illinois Attorney General regarding documents, requests, and productions	0.50	225.00
01/16/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	2.90	1,305.00
01/16/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth reporting period	2.60	1,170.00
01/16/26	Brianne E. Megahan	Meeting with members of the IMT team regarding IMR13's accountability and transparency sections.	0.60	195.00
01/16/26	Maggie Hickey	Weekly meeting with the OAG regarding the Consent Decree.	0.50	250.00
01/16/26	Maggie Hickey	Review draft IMT comments and draft No Objection Notices for Consent Decree compliance.	1.20	600.00
01/16/26	Maggie Hickey	Follow up communications with CCPSA regarding the Consent Decree.	0.40	200.00
01/16/26	Stella T. Oyalabu	Finalize IMT response to training production.	0.30	118.50
01/16/26	Vyasa Babu	Revising Draft IMT Comments for CPD	3.40	1,105.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Disability Training Bulletins		
01/16/26	Vyasa Babu	Revising IMT NON for S02-07, revising Community Policing intro	3.80	1,235.00
01/17/26	Alex J. Becker	Finalized IMT comments related to Crisis Intervention section to City and OAG.	0.10	39.50
01/17/26	Alex J. Becker	Revised IMT comments related to Crisis Intervention section.	0.30	118.50
01/17/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.30	135.00
01/17/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth reporting period	1.30	585.00
01/17/26	Brianne E. Megahan	Revising paragraphs drafted for IMR-13 accountability and transparency section.	1.20	390.00
01/17/26	Kaitlin Grace Klamann	Produced IMT comments on CPD's ISR Data Plan.	0.20	90.00
01/18/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth reporting period	0.20	90.00
01/19/26	Alex J. Becker	Drafted/reviewed IMT comments related to Crisis Intervention section.	0.20	79.00
01/19/26	Alex J. Becker	Monitored IMT deadlines related to IMR-13 report and IMT comments.	0.10	39.50
01/19/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section, IMR-13 report, draft IMT comments, and IMT deadlines.	0.50	197.50
01/19/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth reporting period	0.70	315.00
01/19/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	2.50	1,125.00

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01/19/26	Maggie Hickey	Review of compliance assessments for IMR-13.	1.40	700.00
01/19/26	Sarah M. Oligmueller	Draft the Accountability and Transparency introduction section of Independent Monitoring Report 13.	2.50	987.50
01/20/26	Alex J. Becker	Reviewed OAG notice of extension related to Crisis Intervention section.	0.10	39.50
01/20/26	Alex J. Becker	Reviewed/analyzed document productions, internal notes, and methodologies related to Crisis Intervention section.	0.60	237.00
01/20/26	Alex J. Becker	Review of materials for meetings with City, CPD, IMT, and OAG.	0.30	118.50
01/20/26	Alex J. Becker	Monitored IMT deadlines related to Crisis Intervention section and updated list of outstanding items and productions.	0.20	79.00
01/20/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, document production review, draft IMT comments, IMR-13 report writing, and IMT deadlines.	1.50	592.50
01/20/26	Alex J. Becker	Drafted/reviewed/revised IMT comments related to Crisis Intervention and Data sections and IMR-13 report related to Crisis Intervention section.	2.60	1,027.00
01/20/26	Alexander S. Birkhold	Participate in weekly use of force meeting.	0.70	315.00
01/20/26	Alexander S. Birkhold	Analyze and review published directives, the City's Status Report, news developments in Chicago, and data requests related to the use of force section.	1.60	720.00
01/20/26	Alexander S. Birkhold	Draft and revise IMR-13 section on use of force.	0.90	405.00
01/20/26	Alexander S. Birkhold	Communicate with associate monitors and IMT members regarding use of force section productions and data.	0.20	90.00
01/20/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding stops by the Chicago Police Department	2.30	1,035.00
01/20/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring	1.00	450.00

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		Team's monitoring report for the thirteenth reporting period		
01/20/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding compliance efforts by the City of Chicago in the thirteenth reporting period	0.50	225.00
01/20/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.20	90.00
01/20/26	Brianne E. Megahan	Revising IMR-13 section for accountability and transparency.	0.50	162.50
01/20/26	Kaitlin Grace Klamann	Conferred with M. Hickey and A.R. Sepulveda regarding latest draft of traffic stop stipulation to the parties and modifications to same.	1.40	630.00
01/20/26	Maggie Hickey	Meeting with A. Sepulveda and K. Klamann regarding draft of traffic stop stipulation and supporting memorandum.	1.20	600.00
01/20/26	Maggie Hickey	Review of IMT communications, productions and draft IMT comments regarding policies and trainings covered by the Consent Decree.	1.40	700.00
01/20/26	Sarah M. Oligmueller	Review and analyze new and outstanding Accountability and Transparency productions.	0.40	158.00
01/20/26	Vyasa Babu	Reviewing community policing methodologies in preparation for meeting with the CPD.	3.20	1,040.00
01/20/26	Vyasa Babu	Revising IMR-13 community policing appendix and intro.	3.50	1,137.50
01/20/26	William J. Williams	Further revise IMT Supervision section report on IMR 13	2.40	900.00
01/20/26	William J. Williams	Conference with IMT Supervision section related to draft of IMR 13	0.50	187.50
01/21/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, and IMR-13 report draft.	1.40	553.00
01/21/26	Alex J. Becker	Drafted/reviewed/revised IMT comments	6.90	2,725.50

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		and IMR-13 report related to Data and Crisis Intervention section.		
01/21/26	Alexander S. Birkhold	Review comments on CPD productions.	0.10	45.00
01/21/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions.	0.40	180.00
01/21/26	Alexander S. Birkhold	Draft and revise IMR-13 section on use of force and methodologies.	0.70	315.00
01/21/26	Anthony-Ray Sepulveda	Reviewing the Use of Force section of the Independent Monitoring Team's monitoring report for the thirteenth reporting period	2.00	900.00
01/21/26	Anthony-Ray Sepulveda	Reviewing the Crisis Intervention section of the Independent Monitoring Team's monitoring report for the thirteenth reporting period	2.50	1,125.00
01/21/26	Anthony-Ray Sepulveda	Reviewing appendices for the Independent Monitoring Team's monitoring report for the thirteenth reporting period	2.20	990.00
01/21/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Commission of Police Safety and Accountability regarding general updates	0.30	135.00
01/21/26	Brianne E. Megahan	Drafting revisions to accountability and transparency sections of IMR-13.	0.70	227.50
01/21/26	Brianne E. Megahan	Attending meeting with members of the IMT team to discuss IMR-13 and accountability and transparency section.	0.50	162.50
01/21/26	Kaitlin Grace Klamann	Conferred with associate monitor and CNA consultant on upcoming tasks relating to ISR section.	0.40	180.00
01/21/26	Maggie Hickey	Attend weekly Public Safety Strategy meeting and follow up with Command Staff.	1.40	700.00
01/21/26	Maggie Hickey	Monthly Community Policing meeting with OAG, City and IMT regarding Consent Decree.	1.00	500.00
01/21/26	Maggie Hickey	Review state court ruling regarding destruction of BWC and IMT discussion of its impact on the Consent Decree.	1.20	600.00

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01/21/26	Sarah M. Oligmueller	Revise the Accountability and Transparency section of Independent Monitoring Report 13.	2.00	790.00
01/21/26	Sarah M. Oligmueller	Communications with the IMT's Accountability and Transparency team regarding productions, methodologies, compliance, file review, and reports.	0.90	355.50
01/21/26	Stella T. Oyalabu	Analyze training productions.	0.30	118.50
01/21/26	Stella T. Oyalabu	Attend monthly IMT/OAG/CPD training meeting.	1.00	395.00
01/21/26	Vyasa Babu	Weekly IMT Impartial and Community Policing update	1.00	325.00
01/21/26	Vyasa Babu	Monthly IMT OAG Community Policing update for IMR-13	1.00	325.00
01/21/26	William J. Williams	Conference with Supervision and Officer Wellness sections regarding City and CPD productions and drafting IMR 13	2.40	900.00
01/22/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections and IMR-13 report.	0.30	118.50
01/22/26	Alexander S. Birkhold	Draft and revise IMR-13 use of force introduction and appendix.	5.70	2,565.00
01/22/26	Anthony-Ray Sepulveda	Reviewing appendices for the Independent Monitoring Team's monitoring report for the thirteenth reporting period	2.70	1,215.00
01/22/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.20	540.00
01/22/26	Brianne E. Megahan	Drafting IMR-13 spreadsheet on accountability and transparency paragraphs with no change.	1.80	585.00
01/22/26	Kaitlin Grace Klamann	Revised draft traffic stop stipulation following discussion with M. Hickey and A.R. Sepulveda.	1.40	630.00
01/22/26	Kaitlin Grace Klamann	Attended executive sponsor meeting on ISRs.	0.50	225.00
01/22/26	Maggie Hickey	City and IMT weekly check-in regarding Consent Decree.	0.50	250.00
01/22/26	Maggie Hickey	IMT Leadership meeting regarding draft	1.50	750.00

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		IMR -13 and outstanding Consent Decree issues.		
01/22/26	Maggie Hickey	Meeting with J. Thompson and M. Richardson-Lowry regarding Consent Decree.	0.40	200.00
01/22/26	Maggie Hickey	Supervision Monthly call with CPD, OAG, and IMT regarding Consent Decree.	0.90	450.00
01/22/26	Maggie Hickey	Communications with K. Klamann regarding amended stipulation regarding traffic stops.	0.60	300.00
01/22/26	Sarah M. Oligmueller	Revise the Accountability and Transparency section of Independent Monitoring Report 13.	3.70	1,461.50
01/22/26	Vyasa Babu	Revising IMR-13 impartial policing appendix for final submission.	3.20	1,040.00
01/22/26	Vyasa Babu	Review of community policing methodologies	1.80	585.00
01/22/26	William J. Williams	Conference with OAG, Executive Sponsor, and IMT Supervision team regarding upcoming and previous reporting period.	2.00	750.00
01/23/26	Alex J. Becker	Reviewed communication and meeting materials from CPD related to Crisis Intervention section.	0.10	39.50
01/23/26	Alex J. Becker	Reviewed IMT deadlines related to Crisis Intervention and Data sections and updated internal outstanding items and productions list.	0.10	39.50
01/23/26	Alex J. Becker	Reviewed/analyzed document productions related to Crisis Intervention section.	0.20	79.00
01/23/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, and IMR-13 report.	1.00	395.00
01/23/26	Alex J. Becker	Continued drafting/reviewing/revising IMR-13 report related to Crisis Intervention section.	2.30	908.50
01/23/26	Alexander S. Birkhold	Draft and revise IMR-13 section on use of force and review related materials.	5.10	2,295.00
01/23/26	Alexander S. Birkhold	Review and analyze use of force productions.	0.40	180.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
01/23/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team and the Office of the Illinois Attorney General regarding general updates	0.50	225.00
01/23/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.10	495.00
01/23/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.20	90.00
01/23/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	2.30	1,035.00
01/23/26	Maggie Hickey	Weekly meeting with the OAG regarding the Consent Decree.	0.50	250.00
01/23/26	Maggie Hickey	Monthly Associate Monitor Meeting regarding compliance assessments for IMR-13 and update on issues for IMR-14.	1.50	750.00
01/23/26	Sarah M. Oligmueller	Revise the Accountability and Transparency section of Independent Monitoring Report 13.	2.00	790.00
01/23/26	Stella T. Oyalabu	Revise Recruitment, Hiring and Promotions section for IMR-13.	0.50	197.50
01/23/26	Vyasa Babu	Completing final revisions for IMR-13 Community Policing appendix and intro	2.30	747.50
01/23/26	William J. Williams	Revise appendices related to Supervision section regarding Independent Monitoring Report 13.	2.50	937.50
01/24/26	Alex J. Becker	Communications with IMT members regarding Data section and draft IMT comments.	0.20	79.00
01/24/26	Alex J. Becker	Drafted/reviewed/revised IMT comments and IMR-13 report related to Data section.	2.50	987.50
01/24/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	1.10	495.00
01/25/26	Anthony-Ray Sepulveda	Preparing for meetings with the Independent Monitoring Team and the parties to the Consent Decree (the City of Chicago, the Chicago Police Department,	0.30	135.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		and the Illinois Attorney General's Office) regarding upcoming 668 meeting, settlement conferences, and public hearing		
01/25/26	Kaitlin Grace Klamann	Revised draft traffic stop stipulation and provided redline to M. Hickey and A. R. Sepulveda for review and comment.	1.50	675.00
01/25/26	Stella T. Oyalabu	Draft IMT response to training production.	1.10	434.50
01/25/26	Stella T. Oyalabu	Revise Recruitment, Hiring and Promotions section for IMR-13.	0.40	158.00
01/26/26	Alex J. Becker	Drafted/reviewed/revised IMR-13 report and compliance spreadsheet related to Crisis Intervention section and draft IMT comments related to Data and Crisis Intervention sections.	5.40	2,133.00
01/26/26	Alex J. Becker	Monitored IMT deadlines and updated list of productions and outstanding items related to Crisis Intervention section.	0.10	39.50
01/26/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMT deadlines, document productions, and IMR-13 report.	1.10	434.50
01/26/26	Alex J. Becker	Reviewed communication from CPD regarding monthly Data section meeting and reviewed meeting agenda.	0.10	39.50
01/26/26	Alexander S. Birkhold	Analyze and review formal and informal production for use of force section.	1.30	585.00
01/26/26	Alexander S. Birkhold	Draft and revise IMR-13 sections on use of force.	4.40	1,980.00
01/26/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Police Department regarding general updates	0.30	135.00
01/26/26	Anthony-Ray Sepulveda	Reviewing the introductory sections of the Independent Monitoring Team's monitoring report for the thirteenth reporting period	1.00	450.00
01/26/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding stops by the Chicago Police Department	1.90	855.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
01/26/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.30	135.00
01/26/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding stops by the Chicago Police Department	1.50	675.00
01/26/26	Maggie Hickey	Weekly meeting with City and IMT regarding Consent Decree issues.	0.50	250.00
01/26/26	Maggie Hickey	Meetings and calls with A. Sepulveda regarding traffic stop amended stipulation.	1.60	800.00
01/26/26	Sarah M. Oligmueller	Review and analyze new and outstanding Accountability and Transparency productions.	0.40	158.00
01/26/26	Stella T. Oyalabu	Analyze training productions.	0.20	79.00
01/26/26	Stella T. Oyalabu	Attend weekly section meeting for Training and Recruitment, Hiring and Promotions.	0.30	118.50
01/26/26	Stella T. Oyalabu	Revise Recruitment, Hiring and Promotions section of IMR-13.	0.20	79.00
01/26/26	Vyasa Babu	Updating Community Policing methodologies and discussing methodology updates with CPD	2.60	845.00
01/26/26	William J. Williams	Further revise IMT Supervision section report related to IMR 13	1.00	375.00
01/26/26	William J. Williams	Revise All paragraphs spreadsheet for levels of compliance related to Officer Wellness section	2.00	750.00
01/27/26	Alex J. Becker	Drafted/reviewed/revised IMT comments related to Data and Crisis Intervention sections, and IMR-13 report and spreadsheet related to Crisis Intervention section.	2.20	869.00
01/27/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention and Data sections, draft IMT comments, methodologies, and IMR-13 report.	1.00	395.00
01/27/26	Alex J. Becker	Finalized IMT comments related to Data section to City, CPD, and OAG.	0.10	39.50
01/27/26	Alex J. Becker	Review materials for Crisis Intervention	0.90	355.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		section meeting related to IMR-13 Report.		
01/27/26	Alex J. Becker	Attended Crisis Intervention section meeting related to IMR-13 Report.	0.90	355.50
01/27/26	Alexander S. Birkhold	Analyze and review use of force productions.	3.30	1,485.00
01/27/26	Alexander S. Birkhold	Draft and revise Comments in response to use of force section production.	0.60	270.00
01/27/26	Alexander S. Birkhold	Participate in weekly use of force section meeting.	0.30	135.00
01/27/26	Alexander S. Birkhold	Communicate with IMT members, associate monitors, and the City regarding use of force productions.	0.20	90.00
01/27/26	Alexander S. Birkhold	Analyze and review IMR-14 deliverables related to use of force section and OAG comments on use of force productions.	0.20	90.00
01/27/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.60	720.00
01/27/26	Anthony-Ray Sepulveda	Reviewing the introductory sections of the Independent Monitoring Team's monitoring report for the thirteenth reporting period	0.40	180.00
01/27/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies for the thirteenth and fourteenth reporting period	2.20	990.00
01/27/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding stops by the Chicago Police Department	0.60	270.00
01/27/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.50	225.00
01/27/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding stops by the Chicago Police Department	1.00	450.00
01/27/26	Brianne E. Megahan	Drafting no objection notice to CPD's 2026 BIA Onboard Training Plan.	0.90	292.50
01/27/26	Brianne E. Megahan	Meeting with members of the IMT team regarding accountability and transparency	0.70	227.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		section.		
01/27/26	Maggie Hickey	Meeting with Supt. Snelling and R. Monroe regarding Consent Decree.	1.00	500.00
01/27/26	Maggie Hickey	Monthly Officer Wellness meeting with OAG, City, and IMT regarding Consent Decree compliance issues.	1.00	500.00
01/27/26	Maggie Hickey	Monthly RHP meeting with OAG, City, and IMT regarding Consent Decree compliance issues.	0.80	400.00
01/27/26	Sarah M. Oligmueller	Communications with the IMT's Accountability and Transparency team regarding productions, methodologies, compliance, file review, and reports.	0.50	197.50
01/27/26	Stella T. Oyalabu	Attend monthly IMT, CoC and OAG meeting for Recruitment, Hiring, and Promotions.	0.30	118.50
01/27/26	Vyasa Babu	Revising Community Policing methodologies based on CPD discussion	1.50	487.50
01/27/26	William J. Williams	Conference with OAG and Executive Sponsor regarding monthly check-in	1.00	375.00
01/28/26	Alex J. Becker	Drafted/reviewed/revised IMT comments and IMR-13 report related to Crisis Intervention section.	2.50	987.50
01/28/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention and Data sections, draft IMT comments, document productions, and IMR-13 Report.	2.70	1,066.50
01/28/26	Alex J. Becker	Monitored IMT deadlines related to Data and Crisis Intervention sections and IMR-13 Report.	0.10	39.50
01/28/26	Alex J. Becker	Reviewed/analyzed document productions and previous IMT comments related to Crisis Intervention section.	0.60	237.00
01/28/26	Alex J. Becker	Review materials for IMT attorneys meeting regarding updates.	0.40	158.00
01/28/26	Alex J. Becker	Attended IMT attorneys meeting regarding updates.	0.60	237.00
01/28/26	Alexander S. Birkhold	Draft and revise IMR-13 introduction appendix on use of force.	3.10	1,395.00
01/28/26	Alexander S. Birkhold	Review comments from the City regarding	0.10	45.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		recent use of force productions.		
01/28/26	Alexander S. Birkhold	Analyze and review executive sponsor call notes.	0.20	90.00
01/28/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding stops by the Chicago Police Department	0.40	180.00
01/28/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.60	270.00
01/28/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.00	450.00
01/28/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding the monitoring report for the thirteenth reporting period	1.40	630.00
01/28/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.40	180.00
01/28/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding stops by the Chicago Police Department	2.80	1,260.00
01/28/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding requests for, productions of, and responses to records from the City of Chicago for the Supervision and Officer Wellness and Support sections	0.70	315.00
01/28/26	Brianne E. Megahan	Attending meeting with members of the IMT team regarding methodologies and IMR14 updates.	1.00	325.00
01/28/26	Brianne E. Megahan	Revising no objection notice on accountability and transparency paragraph.	0.40	130.00
01/28/26	Kaitlin Grace Klamann	Conferred with other AFS attorneys about common issues facing different sections of the consent decree, and IMR-13.	0.50	225.00
01/28/26	Maggie Hickey	Communications with IMT about compliance assessments for IMR-13.	2.80	1,400.00

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01/28/26	Maggie Hickey	Communication with A. Sepulveda regarding draft Traffic Stop memo.	1.20	600.00
01/28/26	Maggie Hickey	Monthly Impartial Policing meeting with City, OAG, and IMT.	0.90	450.00
01/28/26	Sarah M. Oligmueller	Communications with IMT regarding productions, methodologies, and reports.	0.80	316.00
01/28/26	Sarah M. Oligmueller	Revise IMT no objection notice for an Accountability and Transparency production.	0.30	118.50
01/28/26	Stella T. Oyalabu	Attend biweekly attorney meeting.	1.00	395.00
01/28/26	Stella T. Oyalabu	Revise and finalize IMT response to training production.	1.00	395.00
01/28/26	Vyasa Babu	Weekly IMT Impartial and Community Policing update	1.00	325.00
01/28/26	Vyasa Babu	Bi-Weekly IMT Associates meeting regarding draft IMR-13 assessments	1.00	325.00
01/28/26	Vyasa Babu	Monthly IMT/OAG Impartial Policing update	1.00	325.00
01/28/26	Vyasa Babu	Revising IMT methodologies for Impartial Policing	1.50	487.50
01/28/26	William J. Williams	Conference with IMT Officer Wellness section and Leadership regarding changes to methodologies and draft of IMR 13	2.00	750.00
01/29/26	Alex J. Becker	Reviewed internal IMT notes from monthly meeting with City, CPD, IMT, and OAG related to Data section.	0.10	39.50
01/29/26	Alex J. Becker	Finalized IMT comments related to Crisis Intervention section to City, CPD, and OAG.	0.10	39.50
01/29/26	Alex J. Becker	Monitored IMT deadlines and updated outstanding items and productions list related to Crisis Intervention section.	0.10	39.50
01/29/26	Alex J. Becker	Reviewed/analyzed City document productions related to Crisis Intervention section.	0.20	79.00
01/29/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention and Data sections, draft IMT comments, document productions, and IMR-13 Report.	2.80	1,106.00
01/29/26	Alex J. Becker	Drafted/reviewed/revised IMT comments	3.30	1,303.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		related to Crisis Intervention and Data sections, and IMR-13 report related to Crisis Intervention section.		
01/29/26	Alex J. Becker	Review materials for monthly meeting with City, CPD, IMT, and OAG related to Crisis Intervention section.	0.30	118.50
01/29/26	Alex J. Becker	Attended monthly meeting with City, CPD, IMT, and OAG related to Crisis Intervention section.	0.40	158.00
01/29/26	Alexander S. Birkhold	Analyze new and outstanding use of force productions.	0.80	360.00
01/29/26	Alexander S. Birkhold	Communicate with the CPD, associate monitor, and IMT members regarding IMR-13, productions, and use of force methodologies.	1.50	675.00
01/29/26	Alexander S. Birkhold	Draft and revise comments on use of productions	0.60	270.00
01/29/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring Team regarding stops by the Chicago Police Department	3.80	1,710.00
01/29/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.20	540.00
01/29/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding the monitoring report for the thirteenth reporting period	0.60	270.00
01/29/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding requests for, productions of, and responses to records from the City of Chicago for the Crisis Intervention section	0.30	135.00
01/29/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	1.70	765.00
01/29/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding requests for, productions of, and responses to records from the City of Chicago for the Use of Force section	0.50	225.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
01/29/26	Brianne E. Megahan	Revise and submit no-objection notice 2026 BIA Onboard Training Plan.	0.30	97.50
01/29/26	Kaitlin Grace Klamann	Conferred with A. R. Sepulveda re: latest draft of traffic stop stipulation.	0.50	225.00
01/29/26	Maggie Hickey	City and IMT weekly check-in regarding Consent Decree.	0.50	250.00
01/29/26	Maggie Hickey	IMT Leadership meeting regarding draft IMR -13 and outstanding Consent Decree issues.	1.50	750.00
01/29/26	Maggie Hickey	Review and edit draft IMR-13 report.	2.80	1,400.00
01/29/26	Maggie Hickey	Monthly CIT meeting with OAG, City and IMT regarding the compliance assessments of CIT paragraphs of the Consent Decree.	1.00	500.00
01/29/26	Maggie Hickey	Communications with A. Sepulveda regarding draft Traffic Stop memo.	0.60	300.00
01/29/26	Maggie Hickey	Review of draft Traffic Stop memo.	0.60	300.00
01/29/26	William J. Williams	Conference with IMT Supervision section and leadership regarding upcoming reporting period and related productions	0.50	187.50
01/30/26	Alex J. Becker	Revising IMR-13 Report related to Crisis Intervention section.	2.40	948.00
01/30/26	Alex J. Becker	Communications with IMT members regarding IMR-13 Report, methodologies, IMT deadlines, and document productions.	2.20	869.00
01/30/26	Alex J. Becker	Reviewed/analyzed document productions related to Crisis Intervention section.	0.20	79.00
01/30/26	Alexander S. Birkhold	Correspond with associate monitor and IMT members regarding IMR-13, productions, and methodologies.	0.30	135.00
01/30/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team and the Office of the Illinois Attorney General regarding general updates	0.50	225.00
01/30/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding the monitoring report for the thirteenth reporting period	1.10	495.00
01/30/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of	1.10	495.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Chicago, and the Office of the Illinois Attorney General regarding documents, requests, and productions		
01/30/26	Anthony-Ray Sepulveda	Preparing and revising the Independent Monitoring Team's monitoring report for the thirteenth reporting period	3.00	1,350.00
01/30/26	Anthony-Ray Sepulveda	Reviewing the appendices of the Independent Monitoring Team's monitoring report for the thirteenth reporting period	2.40	1,080.00
01/30/26	Anthony-Ray Sepulveda	Reviewing the introductory sections of the Independent Monitoring Team's monitoring report for the thirteenth reporting period	1.00	450.00
01/30/26	Maggie Hickey	Call with R. Monroe regarding the CCPSA and its intersection with the Consent Decree.	0.50	250.00
01/30/26	Maggie Hickey	Weekly meeting with the OAG regarding the Consent Decree.	0.50	250.00
01/30/26	Maggie Hickey	Monthly meeting with the OAG and City regarding the Accountability Section of the Consent Decree.	1.00	500.00
01/30/26	Maggie Hickey	Meeting with the OAG and City to prepare for upcoming 668 meeting and Settlement Conference with Judge Pallmeyer regarding outstanding issues with the Consent Decree.	1.00	500.00
01/30/26	Maggie Hickey	Revise and finalize draft IMR-13 report.	3.70	1,850.00
01/30/26	Sarah M. Oligmueller	Communications with IMT members regarding Accountability and Transparency methodologies.	0.20	79.00
01/30/26	Sarah M. Oligmueller	Communications with the CPD, the OAG, and the IMT regarding the Accountability and Transparency section.	0.80	316.00
01/30/26	Vyasa Babu	Correcting IMR-13 Community Policing intro	0.50	162.50
01/31/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	3.10	1,395.00
01/31/26	Anthony-Ray Sepulveda	Reviewing records and information provided to the Independent Monitoring	0.20	90.00

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		Team regarding compliance efforts in the thirteenth and fourteenth reporting period		
		<b>Fee Total</b>	<b>590.20</b>	<b>\$243,699.00</b>

**Timekeeper Summary:**

		<u>Hours</u>	<u>Rate</u>	<u>Value</u>
Alexander S. Birkhold	Partner	57.80	450.00	26,010.00
Anthony-Ray Sepulveda	Partner	140.80	450.00	63,360.00
Maggie Hickey	Partner	69.60	500.00	34,800.00
Kaitlin Grace Klamann	Of Counsel	18.20	450.00	8,190.00
Alex J. Becker	Associate	120.30	395.00	47,518.50
Brianne E. Megahan	Associate	19.90	325.00	6,467.50
Sarah M. Oligmueller	Associate	21.70	395.00	8,571.50
Stella T. Oyalabu	Associate	17.20	395.00	6,794.00
Vyasa Babu	Associate	95.50	325.00	31,037.50
William J. Williams	Associate	29.20	375.00	10,950.00
<b>Timekeeper Summary Total</b>		<b>590.20</b>		<b>243,699.00</b>

Current Fees \$243,699.00

**For Disbursements:**

**Professional Service Fees**

02/01/26	Denise Rodriguez - January 2026 fees (36.25 hours)	5,981.25
02/02/26	Julie Solomon - January 2026 fees (41.75 hours)	6,888.75
02/04/26	Kerr Putney (Security Global Collaborators, LLC) - January 2026 fees (9 hours)	1,485.00
02/04/26	Paul F. Evans Jr. - January 2026 fees (52.75 hours)	8,703.75
02/05/26	Alfred Durham - January 2026 fees (41 hours)	6,765.00
02/10/26	Theron L. Bowman - January 2026 fees (113.25 hours)	28,312.50
02/10/26	The CNA Corporation - January 2026 fees	145,622.92
02/12/26	Michael Anthony Dirden - January 2026 fees (37.75 hours)	5,662.50
	<b>Professional Service Fees</b>	<b>209,421.67</b>

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**Transcripts**

01/09/26	Victoria Enterprises - Transcripts 2025 11 18 Hearing Transcript	347.60
01/30/26	Jennifer Costales, CRR, RMR, CRC - Transcripts 2025 12 09 Public Hearing Transcript	228.80
02/09/26	Hannah Jagler, RMR, CRR, FCRR - Transcripts Hearing transcripts (September 9 and October 14, 2025)	228.80
	<b>Transcripts</b>	<b>805.20</b>

**eDiscovery Support Services**

01/31/26	ArentFox Schiff LLP eDiscovery services	2,167.44
	<b>eDiscovery Support Services</b>	<b>2,167.44</b>

<b>Disbursement Total</b>		<b>212,394.31</b>
	Current Disbursements	\$212,394.31
	Total Amount Due This Invoice	\$456,093.31
	Prior Balance Due	\$840,832.88
	<b>Total Balance Due Upon Receipt</b>	<b>\$1,296,926.19</b>

ArentFox Schiff LLP  
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police  
Department  
00000  
February 27, 2026

Invoice Number 2520524

Page 38 of 39

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**Summary of Accounts Receivable:**

<u>Date</u>	<u>Invoice #</u>	<u>Amount</u>	<u>Credits</u>	<u>Balance</u>
10/29/25	2485076	518,186.39	500,240.05	17,946.34
11/19/25	2491615	407,981.75	402,051.75	5,930.00
12/31/25	2503759	371,326.65	0.00	371,326.65
01/13/26	2506072	445,629.89	0.00	445,629.89
		<u>1,743,124.68</u>	<u>902,291.80</u>	<u>840,832.88</u>

**Aging:**

<b>0-30</b>	<b>31-90</b>	<b>91-180</b>	<b>181-365</b>	<b>366+</b>
0.00	816,956.54	23,876.34	0.00	0.00



Maggie Hickey as Independent Monitor Involving the  
Chicago Police Department

Invoice Number 2520524  
Invoice Date 02/27/26  
Client Number 451895  
Matter Number 00000  
Reference Number 17-CV-6260

-- REMITTANCE COPY --

**TOTAL AMOUNT DUE THIS INVOICE \$456,093.31**

**ELECTRONIC PAYMENT INSTRUCTIONS (Preferred Method of Payment):**

Bank: Citibank, N.A.  
Address: 1101 Pennsylvania Ave., NW, Floor 9  
Washington, DC 20004  
ABA # (Wires & ACH): [REDACTED]  
SWIFT CODE: [REDACTED]  
Account #: [REDACTED]  
Beneficiary Name: ArentFox Schiff LLP  
Beneficiary Address: 1717 K Street, NW  
Washington, DC 20006-5344

*Internal policies require independent confirmation of updated electronic payment instructions. Please obtain verbal confirmation of this change from an existing ArentFox Schiff LLP contact prior to making the change.*

**Payments by Check**

ArentFox Schiff LLP  
Mail Code: 7350  
P.O. Box 7247  
Philadelphia, PA 19170-0001

Please reference the following:

Client/Matter # 451895.00000  
Client Name Maggie Hickey as Independent Monitor Involving the  
Chicago Police Department  
Invoice Number 2520524

Taxpayer Identification Number: [REDACTED] Due Upon Receipt

# INVOICE

Vendor Name: Denise Rodriguez/Police Reform and Innovation LL

Remit to Address: ████████████████████

City: ██████████ State: ██████ Zip: ██████████

Contact Name: Denise Rodriguez

Phone: ██████████ Email: ██████████

Invoice Date	Invoice Number
2/1/2026	38
Billing Period From:	Billing Period To:
1/1/2026	01/31/2026

Remittance Type Requested:  Check  EFT

**Bill To:** Schiff Hardin LLP; 233 S. Wacker Drive, Suite 7100; Chicago, IL 60606; MHickey@schiffhardin.com

**LABOR** (The description should clearly state the nature of the task performed sufficient to allow the reviewer to determine why it was necessary.)

Date of Service(From)	Date of Service(To)	Description	Hours <small>(use .25 hr increments)</small>	Add/Delete	
				Add	Del
1/5/2026	1/5/2026	Review of IMR14 deliverables list	1	Add	Del
1/7/2026	1/7/2026	Weekly internal IMT CP/IP call	0.5	Add	Del
1/7/2026	1/7/2026	Document Production Review: S02-07 Disability Suite - Policy Finalization and Compliance Recognition	1	Add	Del
1/7/2026	1/7/2026	Document Production Review: G04-06 Hate Crimes, Hate Incidents, and Related Incidents Motivated by Hate	1	Add	Del
1/12/2026	1/12/2026	Biweekly AM meeting	1	Add	Del
1/12/2026	1/12/2026	Review of CP Methodologies	1	Add	Del
1/13/2026	1/13/2026	TCAC meeting observation and discussion with CPD	0.75	Add	Del
1/14/2026	1/14/2026	Document Production Review: Training Bulletins	3	Add	Del
1/14/2026	1/14/2026	Internal Team meeting IP/CP	0.5	Add	Del
1/14/2026	1/14/2026	Review of GBV focus group notes	0.25	Add	Del
1/15/2026	1/15/2026	CPD/IMT IP Biweekly meeting	0.5	Add	Del
1/15/2026	1/15/2026	Review of CPD's Framework for Community Engagement	1	Add	Del
1/15/2026	1/15/2026	Document Production Review: PWD Training Bulletins	1	Add	Del
1/15/2026	1/15/2026	Email communication with OAG and scheduling of call	0.25	Add	Del
1/21/2026	1/21/2026	Weekly Internal IMT IP/CP call	0.5	Add	Del
1/21/2026	1/21/2026	Monthly IMT/OAG/CPD Training call	1	Add	Del
1/21/2026	1/21/2026	Prep for and conduct Monthly IMT/OAG/CPD CP call	1	Add	Del
1/21/2026	1/21/2026	Review/revise CP methodologies	3	Add	Del
1/21/2026	1/21/2026	Review IMT CP IMR 13 Draft	2	Add	Del
1/22/2026	1/22/2026	Call with OAG re CPD methodologies and IP updates	2	Add	Del
1/22/2026	1/22/2026	Review/revise CP methodologies	1	Add	Del
1/22/2026	1/22/2026	Internal IMT CP call to discuss methodologies	2	Add	Del
1/23/2026	1/23/2026	Monthly IMT AM call	1.5	Add	Del
1/23/2026	1/23/2026	Review/revise IMR 13 draft IP	2	Add	Del
1/23/2026	1/23/2026	Crosswalk of draft methodologies with IMR14 Productions	1.5	Add	Del
1/26/2026	1/26/2026	Meeting with CPD re CP methodologies	1.5	Add	Del
1/27/2026	1/27/2026	Email response re questions on IMR13	0.5	Add	Del
1/28/2026	1/28/2026	Weekly Internal IMT IP/CP meeting	0.5	Add	Del
1/28/2026	1/28/2026	Prep for Monthly IMT/OAG/CPD IP meeting	0.5	Add	Del

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# INVOICE

1/28/2026	1/28/2026	Review of IP and CP methodologies	1.5	Add	Del
1/28/2026	1/28/2026	Monthly IMT/CPD/OAG meeting	1	Add	Del
1/29/2026	1/29/2026	Email and phone communications with IMT re 79-80	0.5	Add	Del
Total Hours			36.25	Rate	\$165.00
<b>TOTAL LABOR:</b>			<b>\$5,981.25</b>		

Check here if you are not billing for any travel

**INVOICE TOTAL DUE: \$5,981.25**

**Invoice Comments/Notes:**

**CERTIFICATION:** By signing this invoice, I certify to the best of my knowledge and belief that the invoice is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the contract. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise. (U.S. Code Title 18, Section 1001 and Title 31, Sections 3729-3730.)

**Denise Rodriguez** Digitally signed by Denise Rodriguez

Date: 2026.02.02 10:28:02 -06'00'

Signature

Date

Reset Form

Save Form

From: Julie Solomon  
 To: Niles, Jennifer  
 Subject: JAN INVOICE- Thank you!  
 Date: Monday, February 2, 2026 10:39:49 AM

**This Message Is From an External Sender**

This message came from outside ArentFox Schiff LLP. Please treat this email with caution.

[Report Suspicious](#)

CPD		January 2026 Monthly Overview		Invoice Submitted: Payment Received:	
				YES	No
Hourly Rate: \$	165.00	Total Hours:	41.75	Total Tax: \$	2,411.06
Tax Rate:	35%	Total Invoiced:	\$ 6,888.75	Total Net: \$	4,477.69
Date	Description	Hours		Total	
5-Jan	Review draft comments on Supervisor training cross referenced with the production review and edit + IMR 13 meeting with the OAG + review production 432400;431;462;467;472 Recruit training + comments + internal/external email	3.5	\$	577.50	
1/6/26	Review draft comments on the City's SOW-CI Plan + revisions + review productions: 430942, 950, 951, 1116, 432475, 478, 430125, 124, 123; 430152, 429275, 274, 273, 728, 731.	3	\$	495.00	
1/7/26	Review productions 432482, 568, 571 + leadership draft comments + internal/external email	2	\$	330.00	
1/8/26	CPD Review of the CIT Officer Implementation Plan and draft notes + IMR 13 revisions + internal/external email	4.5	\$	742.50	
1/9/26	Refine OIP language for IMR 13 + internal email	0.5	\$	82.50	
1/12/26	Review/Revise IMR 13 + internal email	5	\$	825.00	
1/15/26	Internal CI team meeting + draft CIT OIP plan formal comments + internal/external email	2	\$	330.00	
1/16/26	Review/Revise IMR 13 Appendix + internal/external email	4	\$	660.00	
1/19/26	Formal comments/revision/cross check ¶¶s on CI Officer Implementation Plan + internal email	1.75	\$	288.75	
1/20/26	Review OEMC policy production-433344, 345, 433080, 433146 + Mayor's office productions + Cross check methodologies and productions to identify additional ¶¶ compliance for IMR 13	3	\$	495.00	
1/21/26	Finalize comments on the OIP + internal email	0.25	\$	41.25	
1/22/26	Review leadership comments on 2nd draft + research IMR 13 productions + internal/external email	2	\$	330.00	
1/23/26	Research and Draft for IMR 13 ¶¶ 128, 12, 130, 150 + monthly all AM meeting + internal email	3.5	\$	577.50	
1/27/26	Internal CI team meeting + IMR 13 revisions + internal email	2.25	\$	371.25	
1/28/26	IMR 13 updates + CIOIP comments + email	1.5	\$	247.50	
1/29/26	Monthly IMT meeting + review final IMR 13 draft to the City/answer Q's + internal/external email	3	\$	495.00	

**Julie Solomon, LSCSW, MBA**

Associate Monitor  
 Independent Monitoring Team  
 Chicago Police Department

Julie.Solomon@cpdmonitoringteam.com



# Chicago Independent Monitoring Team Inv

Vendor Name: Paul F Evans

Remit to Address: [REDACTED]

City: [REDACTED]

State: [REDACTED]

Zip: [REDACTED]

Contact Name: Paul F Evans

Phone: [REDACTED]

Email: [REDACTED]

Remittance Type Requested:  EFT  Check

Invoice Date	Invoice Number
2/4/2026	
Billing Period From:	Billing Period To:
1/01/2026	1/31/2026

**Bill To: Schiff Hardin LLP; 233 S. Wacker Drive, Suite 7100; Chicago, IL 60606;MHickey@schiffhardin.com**

**Labor** (the description should clearly state the nature of the task performed sufficient to allow the reviewer to determine why it is necessary)

Date of Service (From)	Date of Service (To)	Description	Hours
1/1/2026	1/1/2026	Review IMR-13 and make necessary revisions as a result of TRED 2025 ½ year report	.75
1/3/2026	1/3/2026	Review production PP242, review Sergeant review responsibilities and use of force production	1 hour .50
1/5/2026	1/5/2026	Review FRB case for today, respond to Sergeant Use of Force Responsibilities, virtually attend FRB, read media reports on use of force and read TRED reports	1 hour 25
1/6/2026	1/6/2026	Read IMR14 deliverables from CPD, compare to IMR13, prepare and conduct agenda and use of force weekly, Deputy Monroe, Ms Kunard Byrson and Melendez and Mr. Birkhead	2 hours .25
1/7/2026	1/7/2026	Review multiple TRRs and videos on OC Spray, PP209, research review and revise IMR13	6 hours
1/8/2026	1/8/2026	Review multiple TRRs and videos on OC Spray, PP209, preparation and conversation with OAG, Mike Tresnowski, read and make recommendations and revisions to IMR13 Introduction	3 hours.50
1/9/2026	1/9/2026	Review media reports on use of force aspects of TRED 2025 ½ year report	.25
1/11/2026	1/11/2026	Compile a list of consent decree paragraphs requiring COPA findings and prepare comments on Pre- Service Investigative and Review Responsibilities	1 hour
1/12/2026	1/12/2026	Associate Monitor Meeting.	1 hour .25

		Read FRB TRRs for tomorrow	
1/13/2026	1/13/2026	Research IMR13 paragraphs, review IMR 13 Introduction, CPD weekly prepare agenda Lt DeFilice. Hagan, Juarez, IMT UOF weekly preparation and meeting Ms Melendez and Mr Birkhead, attend virtually FRB-District 11	2 hours .75
1/14/2026	1/14/2026	Meeting CPD, IMT and Coalition regarding pending court action, discussion with Ms Bryson and Melendez on COPA questions	1 hour .75
1/15/2026	1/15/2026	2 Phone conversations with Deputy Monitor, preparation and monthly meeting with CPD, OAG and IMT	1 hour .50
1/16/2026	1/16/2026	Read, review SO3-14 BWC latest 21 page policy	1 hour
1/19/2026	1/19/2026	Review e-mails, and methodology for CPD meeting	.75
1/20/2026	1/20/2026	Review issues, agenda items for CPD meeting with LT. DeFilice, Hagan and Ms Melendez, weekly UOF meeting with Ms. Bryson and Melendez and Mr Birkhead	3 hours
1/21/2026	1/21/2026	Reviewing latest draft from Ms Melendez on IMR13 assessments, review production on TRED District Level Review Program	2 hours .25
1/22/2026	1/22/2026	Review SO3-22-01 District level review of FPIs and Foot Pursuits and prepare comments	2 hours
1/23/2026	1/23/2026	Associate Monitors monthly, researching and reviewing PP244&247, review access to various dashboards, review updated UOF production	2 hours 25
1/24/2026	1/24/2026	Reading, editing latest introduction toIMR13	3 hours.50
1/25/2026	1/25/2026	Review Appendix to IMR13, making revisions and additions, weekly UOF with Ms Melendez	3 hours .25
1/26/2026	1/26/2026	Further work on IMR13, sending emails covering same	1 hour
1/27/2026	1/27/2026	Review and recommend changes to IMR13, review, read TRR documents for FRM and attend FRB virtually, review proposed production response on SO3-22-01 from Mr Birkhead	4 hours .50
1/28/2026	1/28/2026	Review and revise IMR13	2 hours
1/29/2026	1/29/2026	Review latest production for January, phone call with Lt Berlage, CPD, draft	2 hours.25

		<b>recommendations for further revisions to IMR13 Introduction and appendix</b>	
1/30/2026	1/30/2026	<b>Respond to e-mails and issues surrounding IMR13, PP178</b>	.50
1/31/2026	1/31/2026	<b>Reviewing recent productions and methodologies 158-166</b>	.75
Click or tap to enter a date.	Click or tap to enter a date.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap to enter a date.	Click or tap to enter a date.	Click or tap here to enter text.	Click or tap here to enter text.
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Click or tap to enter a date.	Click or tap to enter a date.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap to enter a date.	Click or tap to enter a date.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap to enter a date.	Click or tap to enter a date.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap to enter a date.	Click or tap to enter a date.	Click or tap here to enter text.	Click or tap here to enter text.
<b>Total:</b>			<b>52.75</b>
			<b>Rate: \$165.00</b>

Check here if you are not billing for any travel:

**Purpose of Travel:** Click or tap here to enter text.

<b>Travel/ODCs</b> (itemize and provide receipts as specified on your contract)						
<b>Travel Date (From)</b>	<b>Travel Date (To)</b>	<b>Expense Type</b>	<b>Description</b>	<b>Qty</b>	<b>Rate</b>	<b>Total</b>
Click or tap to enter a date.	Click or tap to enter a date.	Choose an item.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap to enter a date.	Click or tap to enter a date.	Choose an item.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap to enter a date.	Click or tap to enter a date.	Choose an item.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap to enter a date.	Click or tap to enter a date.	Choose an item.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
<b>Subtotal Travel/ODC's:</b>					Click or tap here to enter text.	Click or tap here to enter text.

**Privately Owned Vehicle Mileage Reimbursement**

<b>Date of Expense</b>	<b>Description</b> (including starting location and ending location)	<b>Miles</b>	<b>Rate</b>	<b>Total:</b>
Click or tap to enter a date.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Click or tap to enter a date.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
<b>Subtotal Mileage (rounded):</b>		Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
<b>Total Travel:</b>				Click or tap here to enter text.

**INVOICE TOTAL DUE: \$8703.75**

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**Invoice Comments/Notes:** Click or tap here to enter text.

**CERTIFICATION:** By signing this invoice, I certify to the best of my knowledge and belief that the invoice is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the contract. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise. (U.S. Code Title 18, Section 1001 and Title 31, Sections 3729-3730.)

Paul F. Evans

2/4/2026

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Signature

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Date

# INVOICE

**Vendor Name:** Durham Security Consulting Services  
**Remit to Address:** \_\_\_\_\_  
**City:** \_\_\_\_\_ **State:** \_\_\_\_\_ **Zip:** \_\_\_\_\_  
**Contact Name:** Alfred Durham  
**Phone:** \_\_\_\_\_ **Email:** \_\_\_\_\_

<b>Invoice Date</b>	<b>Invoice Number</b>
2/5/2026	2026-001
<b>Billing Period From:</b>	<b>Billing Period To:</b>
1/1/2026	1/31/2026

Remittance Type Requested:  Check  EFT

**Bill To:** Schiff Hardin LLP; 233 S. Wacker Drive, Suite 7100; Chicago, IL 60606; Mhickey@schiffhardin.com

LABOR (The description should clearly state the nature of the task performed sufficient to allow the reviewer to determine why it was necessary.)					
Date of Service(From)	Date of Service (To)	Description	Hours (use .25 hr increments)	Add/Delete	
1/6/2026	1/6/2026	Reviewed Emails from Officer Claire Sheahan, Bridgette Clements, Maggie Hickey, Helean Melendez, Jai Williams, Alex Becker, and Jennifer Nilles	0.25	Add	Del
1/6/2025	1/6/2025	Reviewed and Commented on Sergeant Review and Oversight: Use of Force, TRR's and Field Accountability	3	Add	Del
1/6/2026	1/6/2026	Call with Bridgette Celments Regarding IMR-13 Report and January 13th Hearing Status	0.25	Add	Del
1/6/2025	1/6/2025	Call with Monique Jenkins Regarding IMR-13 Report and Production Responses	0.25	Add	Del
1/6/2026	1/6/2025	Reviewed and Commented on Pre-Service (Supervisor) Integrated Crime Reduction Strategies	2	Add	Del
1/6/2025	1/6/2025	Reviewed and Commented on Pre-Service (Supervisor) Navigating ISR's	1	Add	Del
1/7/2026	1/7/2026	Reviewed and Commented on Pre-Service: Lieutenant Investigative and Review Responsibilities TRRs, FPIs, Foot Pursuits, and BWC Analysis	1.5	Add	Del
1/7/2026	1/7/2026	Worked on Draft Remarks for Public Hearing	2	Add	Del
1/7/2026	1/7/2026	Weekly Supervision Meeting with Analyst Monique Jenkins	0.5	Add	Del
1/7/2026	1/7/2026	Supervision Bi-Weekly Check-In with CPD	0.5	Add	Del
1/7/2026	1/7/2026	Reviewed Unity of Command/Span of Control Schedule Pilot Program (D20-02) Policy	0.25	Add	Del
1/7/2026	1/7/2026	Reviewed Emails from Adam Pondexter, Chief Joh Hein, Alex Becker, Jai Williams, Monique Jenkins, Alexander Birkhold, and Dr. Theron Bowman	0.25	Add	Del
1/8/2026	1/8/2026	Reviewed CompStat July-November 2025 Meeting Materials	0.5	Add	Del
1/8/2026	1/8/2026	Reviewed December 2025 Supervision Evaluation Committee Meeting Materials	0.25	Add	Del
1/8/2026	1/8/2026	Reviewed UoC/SoC Transfer/Detail Orders for 2025	0.25	Add	Del
1/8/2026	1/8/2026	Reviewed 2025 Annual Instructor Performance Evaluations	0.25	Add	Del
1/8/2026	1/8/2026	Chicago IMT Internal Meeting- Supervision	0.75	Add	Del
1/8/2026	1/8/2026	Reviewed Unity of Command and Span of Control Squad Policing Training	0.5	Add	Del
1/8/2026	1/8/2026	Reviewed Compliance- 2025 Annual In-Service Supervisors Training	0.25	Add	Del
1/8/2026	1/8/2026	Reviewed E05-05 Performance Evaluation of All Sworn and Civilian Department	0.25	Add	Del
1/9/2026	1/9/2026	Reviewed Emails from Anthony-Ray Sepulveda, Alexander Birkhold, Alex Becker, Lt. Seung Cho, Monique Jenkins, Edward Stanford, Heleana Melendez, Julian Sanchez, Sergio Salgado, and Bridgette Clements	0.5	Add	Del
1/9/2026	1/9/2026	Final Review and Edits to Remarks for Public Hearing	0.5	Add	Del
1/9/2026	1/9/2026	Reviewed IMT Tracker Updates for January 9, 2026	0.25	Add	Del
1/9/2026	1/9/2026	Call with Jaun Sanchez Regarding CPD VPN Access	0.5	Add	Del
1/12/2026	1/12/2026	Reviewed and Commented on IMR-13 Supervision Summary	1.75	Add	Del
1/12/2026	1/12/2026	IMT Bi-Weekly Call with Executive Sponsor	0.5	Add	Del
1/12/2026	1/12/2026	Reviewed and Commented on IMR-13 Appendices- Supervision	1.25	Add	Del
1/13/2026	1/13/2026	Reviewed Emails from Anthony-Ray Sepulveda, Laura Kunard, Monique Jenkins, Jai Williams, Meliisa Guterrez, Michael Tresnowski, and Bridgette Clements	0.25	Add	Del
1/13/2026	1/13/2026	IMR-13 Appendices- Supervision Review with Jai Williams	0.5	Add	Del
1/13/2026	1/13/2026	Consent Decree Status Hearing	1.5	Add	Del
1/13/2026	1/13/2026	IMT- Consent Decree Hearing Debrief	1	Add	Del
1/14/2026	1/14/2026	IMT/OAG Supervision Monthly Call	0.5	Add	Del
1/15/2026	1/15/2026	Chicago IMT Internal Meeting- Supervision	0.5	Add	Del
1/16/2026	1/16/2026	Reviewed Emails from Heleana Melendez, Chief Jon Hen, Laura Kunard, Monique Jenkins, and John Stanford	0.25	Add	Del
1/16/2026	1/16/2026	Reviewed Administrative Reports in Que	0.25	Add	Del
1/16/2026	1/16/2026	Reviewed IMT Productions for January 15, 2026	0.5	Add	Del
1/16/2026	1/16/2026	Reviewed IMT Tracker Updates for January 16, 2026	0.25	Add	Del
1/20/2026	1/20/2026	Reviewed Emails from Cynthia Linzy, Alexander Birkhold, Bridgette Clements, Anthony-Ray Sepulveda, and Jai Williams	0.25	Add	Del
1/20/2026	1/20/2026	IMR-13 Supervision Appendices Draft Edits with Jai Williams	1.75	Add	Del
1/21/2026	1/21/2026	IMR-13 Supervision Draft Edits with Monique Jenkins and Jai Williams	1.5	Add	Del
1/21/2026	1/21/2026	Supervision Bi-Weekly Check-In with CPD	0.5	Add	Del
1/21/2026	1/21/2026	Reviewed Interim Framework Report for Supervisor Staffing	1.25	Add	Del



---

**Signature**

---

**Date**

Reset Form

Save Form

# TLBSI- 2026108



Issue date: 02/10/2026

Due date: 03/12/2026

Bill from

The Bowman Group, Dr. Theron Bowman



Bill to

Arent Schiff Fox Law

233 S. Wacker Drive, Suite 7100;  
Chicago, IL 60606

## Your Invoice

ITEM TYPE	DESCRIPTION	QUANTITY	UNIT PRICE	AMOUNT
Service	01/02/2026 - Chicago PD CD - Document review - Review and comment on CPD Productions Sergeant Review and Oversight: Use of Force, TRR's, and Field Accountability (previously known as "TRR Investigations"), CIT Overview for Supervisor Training	3.25	USD250.00	USD812.50
Service	01/02/2026 - Chicago PD CD - Meeting - FTES Executive Sponsor Meeting	0.25	USD250.00	USD62.50
Service	01/02/2026 - Chicago PD CD - Review and respond to messages - Recurring meetings starting week of 1/12/2026, CIT Overview for Supervisors- Comments due 1/2, 5 January 2026 - Weekly Recruit Schedule, OAG No Objection Notice - Paragraph 244 Materials, Sergeant Review and Oversight: Use of Force, TRR's, and Field Accountability (previously known as "TRR Investigations")	0.75	USD250.00	USD187.50
Service	01/05/2026 - Chicago PD CD - Document review - Review Pre-Service (Supervisor) Integrated Crime Reduction Strategies, Pre-Service (Supervisor) Navigating ISR's production	3.25	USD250.00	USD812.50
Service	01/05/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	0.50	USD250.00	USD125.00
Service	01/05/2026 - Chicago PD CD - Meeting - Weekly Check-in with Allyson	0.50	USD250.00	USD125.00
Service	01/05/2026 - Chicago PD CD - Review and respond to messages - 2025.11.16 IMT Proposed Methodologies, IMT/City Check-in Notes 1/5/2026, IMR-13 Tracking RHP and Training, Use of Force	0.50	USD250.00	USD125.00

Outstanding Items: 1/5/2026

Service	01/06/2026 - Chicago PD CD - Review and respond to messages - CPD's IMR14 Deliverables List, IMR14 Site Visits, OAG No Objection - Pre-Service (Supervisor) Integrated Crime Reduction Strategies Training, TCAC MEETING - Persons with Disabilities in-person training material., TRAINING COMMUNITY ADVISORY COMMITTEE MEETING(TCAC), Sergeant Review and Oversight Use of Force, TRR's, and Field Accountability, DRAFT IMT Comments - CPD CIT Overview for Supervisors Training	1.00	USD250.00	USD250.00
Service	01/07/2026 - Chicago PD CD - Review and respond to messages - January's IMT/OAG Meeting for Crisis Intervention, DRAFT IMT Comments - City Crisis Intervention Plan Scope of Work, CPD's IMR14 Deliverables List, 2025.11.16 IMT Proposed Methodologies, Draft Comments – CPD, Sergeant Review and Oversight: Use of Force, TRR's, and Field Accountability	0.75	USD250.00	USD187.50
Service	01/08/2026 - Chicago PD CD - Meeting - IMT Leadership Meeting	1.50	USD250.00	USD375.00
Service	01/08/2026 - Chicago PD CD - Review and respond to messages - Follow-up from November 12 Meeting, SOP and Directives Proposal, Interview Questions for AM position, 12 January 2026 - Weekly Recruit Schedule, : Instructors Academy Training, IMT/City/OAG January 2026 Pre-Settlement Conference/Public Hearing Meeting Notes: 1/8/2026, FW: IMR-13 draft 1 RHP/Training, RE: IMT/City/OAG January 2026 Pre-Settlement Conference/Public Hearing Meeting Notes: 1/8/2026, DRAFT IMT No Objection Notice - CPD G04-06 Hate Crimes, Hate Incidents, and Related Incidents Motivated by Hate, IMR-13 DATA, draft 2: Appendix + Intro, RE: Chicago IMT Internal Meeting - Supervision (*Updated*), Chicago IMT: IMR-13 Writing Timeline, Expectations, and Due Dates, Interview Questions for AM position,DRAFT IMT Comments – CPD Pre-Service (Supervisor) Integrated Crime Reduction Strategies	2.00	USD250.00	USD500.00
Service	01/09/2026 - Chicago PD CD - Document review - IMR-13 draft 1 RHP/Training including creation of bullet points for an IMT Summary on Disciplinary History in CPD Promotions. Review and comment on CPD productions 2024 Commander Promotional Process Packet	5.25	USD250.00	USD1,312.50

Service	01/09/2026 - Chicago PD CD - Meeting - IMT/OAG Check-In	0.50	USD250.00	USD125.00
Service	01/09/2026 - Chicago PD CD - Meeting - TSG Meets with AM Bowman	0.75	USD250.00	USD187.50
Service	01/09/2026 - Chicago PD CD - Review and respond to messages - Chicago IMT and Johnny Jennings, Instructors Academy Training, Monthly COPA Call Notes: 1/8/2026, IMT/OAG Check-in Notes 01/09/2026, IMT Tracker Updates: January 9, 2026, IMT Internal Deadlines: January 9-18, CCPSA Listening Session on CPD and Immigration Matters, Interview Questions for AM position, 1/9/2026 Weekly Chicago CP/IP Productions and Compliance Tracking, IMR14 Site Visits, IMR-13 draft 1 RHP/Training, Chicago IMT: IMR-13 Writing Timeline, Expectations, and Due Dates, IMR 13 Paragraph Status- Only RHP Movement is ¶264, OAG Comments - S09-13, "Official Department Data and Data Analysis", Join the Next Public Hearing on CPD Reforms, IMT No Objection Notice - CPD G04-06 Hate Crimes, Hate Incidents, and Related Incidents Motivated by Hate, IMT Comments – CPD, Sergeant Review and Oversight: Use of Force, TRR's, and Field Accountability, RHP and Training IMR-13 Version 2 Drafts, IMT Comments - CPD Pre-Service (Supervisor) Integrated Crime Reduction Strategies	4.00	USD250.00	USD1,000.00
Service	01/12/2026 - Chicago PD CD - Document review - CPD Productions review and comments on Pre-Service Lieutenant Investigative and Review Responsibilities: TRRs, FPIs, Foot Pursuits, and BWC Analysis, Disability Training Bulletins, and PPO Remedial Field Training or Classroom Training	5.00	USD250.00	USD1,250.00
Service	01/12/2026 - Chicago PD CD - Meeting - Associate Monitor Bi-Weekly Meeting with Rodney	1.00	USD250.00	USD250.00
Service	01/12/2026 - Chicago PD CD - Meeting - Call with Rodney ref RHP transition	0.25	USD250.00	USD62.50
Service	01/12/2026 - Chicago PD CD - Meeting - Chicago IMT and Interview of potential addition	0.75	USD250.00	USD187.50
Service	01/12/2026 - Chicago PD CD - Meeting - Consent Decree 668 meeting	0.75	USD250.00	USD187.50
Service	01/12/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	1.00	USD250.00	USD250.00
Service	01/12/2026 - Chicago PD CD - Meeting - IMT/OAG Monthly check in with Shamoyita	0.50	USD250.00	USD125.00

Service	01/12/2026 - Chicago PD CD - Review and respond to messages - IMT Comments - CPD Pre-Service (Supervisor) Integrated Crime Reduction Strategies, IMT Comments - CPD CIT Overview for Supervisors Training, SHOTS FIRED BY POLICE (ON DUTY - NO HITS) - 011TH DISTRICT, Productions and Reminders, Interview Questions for AM position, RHP and Training IMR-13 Version 2 Drafts, IMR14 Site Visits, FYI, re: CompStat, IMT/City Check-in Notes 1/12/2026, Reminders, Use of Force Outstanding Items: 1/12/2026, Data Section Update, IMT/City Check-in Notes 1/12/2026, Consent Decree - 668 Meetings - 2025, DRAFT IMT No Objection Notice - CPD S02-07 Disability Suite – Policy Finalization and Compliance Recognition, CPD - New Zoom Link, DRAFT IMT No Objection Notice - CPD S09-03-02, Forms Management System, OAG Notice of Extension - Sergeant Review and Oversight: Use of Force, TRR's, and Field Accountability, OAG Comment Letter - CIT Overview for Supervisors Training, SOP and Directives Proposal, Cannabis Training Feedback, OAG Notice of Extension - Pre-Service Navigating ISRs Training, 2026.01.13 Settlement Conference and Public Hearing Agendas	3.50	USD250.00	USD875.00
Service	01/13/2026 - Chicago PD CD - Document review - Review Instructor Course materials- Academy Standards, Fundamentals of Scenario-Based Training, Adult Learning and the Role of The Instructor, Emotional Intelligence for Instructors	2.00	USD250.00	USD500.00
Service	01/13/2026 - Chicago PD CD - Document review - Review Instructor Course materials- Academy Standards, Fundamentals of Scenario-Based Training, Adult Learning and the Role of The Instructor, Emotional Intelligence for Instructors	1.75	USD250.00	USD437.50
Service	01/13/2026 - Chicago PD CD - Meeting - Call with Maggie ref changes and adjustments to monitoring roles	0.25	USD250.00	USD62.50
Service	01/13/2026 - Chicago PD CD - Meeting - Consent Decree Monthly Settlement Conference and IMT Leadership Debrief	1.00	USD250.00	USD250.00
Service	01/13/2026 - Chicago PD CD - Meeting - Consent Decree Monthly Status Hearing (Virtual) - State of Illinois v. City of Chicago; USDC-ND-IL, Case No. 1:17-cv-06260 and IMT Debrief	2.25	USD250.00	USD562.50
Service	01/13/2026 - Chicago PD CD - Meeting - TCAC Meeting	0.50	USD250.00	USD125.00

Service	01/13/2026 - Chicago PD CD - Meeting - call from Rodney ref monitoring team reassignments	0.25	USD250.00	USD62.50
Service	01/13/2026 - Chicago PD CD - Review and respond to messages - 2026.01.13 Public Hearing - Draft Remarks, TCAC Meeting Reminder, IMT 668 Monthly Meeting Notes: 1/12/2026, UOF Executive Sponsor Call Notes: 1/13/2026, Webinar host invited you to be panelist for 17 cv 6260 - Consent Decree Status Hearing, Re: TCAC MEETING - Persons with Disabilities in-person training material., City Final slide deck - 1/13/25 Court Presentation, IMT No Objection Notice - CPD Forms Management System, S09-03-02, Draft No Objection Notice - CPD, Pre-Service Lieutenant Investigative and Review Responsibilities: TRRs, FPIs, Foot Pursuits, and BWC Analysis, Training Needs Assessment Survey- Last Call, IMR13 Initial Draft Intro/Appendices - Supervision (Supervision Draft 1.13.25)	2.00	USD250.00	USD500.00
Service	01/14/2026 - Chicago PD CD - Document review - Review Instructor Course materials- Ethics In Training, Liability Issues in Law Enforcement, Instructional Design System, Lesson Plan Process, Presentation Skills, Research, Writing, and Creating Presentations for CPD Training, Training Standards and Oversight, Evaluation, Teach on the Fly	5.25	USD250.00	USD1,312.50
Service	01/14/2026 - Chicago PD CD - Meeting - City and Coalition Follow Up Meeting	1.50	USD250.00	USD375.00
Service	01/14/2026 - Chicago PD CD - Meeting - OWS Weekly Internal Meeting	0.25	USD250.00	USD62.50
Service	01/14/2026 - Chicago PD CD - Review and respond to messages - IMR13 Initial Draft Intro/Appendices - Supervision (Supervision Draft 1.13.25), 1/13/2026 Status Hearing Notes, 2026 Site Visits - 14th Reporting Period, Settlement Conference Notes: 1/13/2026, IMR 13 Paragraph Status- Only RHP Movement is ¶264., Mpls article by Seth Stoughton, DRAFT IMT No Objection Notice - COPA's Consistency in Disciplinary Recommendations – Aggravating and Mitigation Factors, DRAFT IMT Comments - CPD D22-04 "Community-Police Mediation Program"	1.00	USD250.00	USD250.00
Service	01/15/2026 - Chicago PD CD - Meeting - IMT Leadership Meeting	1.50	USD250.00	USD375.00
Service	01/15/2026 - Chicago PD CD - Review and respond to messages - 19 January 2026 - Weekly Recruit Schedule, Updated Draft of IMR 13 Intro, Internal	1.25	USD250.00	USD312.50

Checklist, 1/15/2026 Bi-Weekly Chicago IP Executive Sponsor Meeting Notes, DRAFT IMT Comments - CPD Disability Training Bulletins, IMT Productions: January 15, 2026, CPD/IMT/OAG Monthly UOF Call Notes: 1/15/2026, DRAFT IMT Comments - CPD PPO Remedial Field Training or Classroom Training, RHP IMR14 Deliverables, 1/15/2026 Bi-Weekly Chicago IP Executive Sponsor Meeting,

Service	01/16/2026 - Chicago PD CD - Meeting - FTES Executive Sponsor Meeting	0.50	USD250.00	USD125.00
Service	01/16/2026 - Chicago PD CD - Meeting - IMT/OAG Check-In	0.50	USD250.00	USD125.00
Service	01/16/2026 - Chicago PD CD - Review and respond to messages - 21JAN26 Monthly IMT/OAG Meeting Materials: Community Policing --Confidential Materials: Subject to Attorney-Client, Work Product and/or Deliberative Privilege, IMT Productions: January 15, 2026, CP/IP Productions and Compliance Tracking, Training Methodologies Current Working Draft - Jan 2026, DRAFT IMT Comments - CPD Disability Training Bulletins, CPD Productions Review, IMT Tracker Updates: January 16, 2026, IMT Internal Deadlines: January 16-25, Document Requests and Productions Call Notes: 1/16/2026, 2026.01.16 IMT No Objection Notice - CPD S02-07 Disability Suite, 2026.01 - IMT Comments - (1) City Crisis Intervention Plan Scope of Work and (2) OEMC Annual Policy Review, Draft No Objection Notice - CPD, Pre-Service Lieutenant Investigative and Review Responsibilities: TRRs, FPIs, Foot Pursuits, and BWC Analysis OAG No-Objection - Pre-Service Lieutenant Investigative and Review Response Training, IMT Comments - CPD PPO Remedial Field Training or Classroom	2.50	USD250.00	USD625.00
Service	01/19/2026 - Chicago PD CD - Document review - Review final ¶270-300 productions and provide written compliance assessments justifying reasons for movement and non-movement.	8.50	USD250.00	USD2,125.00
Service	01/20/2026 - Chicago PD CD - Review and respond to messages - IMT Comments - OEMC 2025 Annual Policy Review, IMT Comments - City of Chicago Crisis Intervention Plan Scope of Work, IMT Comments - CPD D22-04 Community Police Mediation Program, IMT No Objection Notice - COPA's Consistency in Disciplinary Recommendations, Latest IMR-13 Deliverables Spreadsheet, Training Methodologies Current	2.75	USD250.00	USD687.50

Working Draft - Jan 2026, IMR13 Initial Draft  
Intro/Appendices - Supervision (Supervision Draft 1.13.25), Training Methodologies Current Working Draft - Jan 2026, Use of Force Outstanding Items: 1/20/2026, COPA UOF data request - Draft email for review, 2025 Published CPD Directives (September, October, and November) , Data Section Update, Impartial Policing Training Records, COPA UOF data request - Draft email for review, Monthly IMT/OAG: Training, OAG Notice of Extension - OEMC's 2025 Annual Policy Review, RHP and Training IMR-13 Version 2 Drafts, Information Requests

Service	01/21/2026 - Chicago PD CD - Review and respond to messages - Productions and Reminders, DRAFT IMT No Objection Notice - CPD CIT Officer Implementation Plan, Coalition Meeting Notes: 1/14/2026, IMT/OAG Follow-Up Meeting: 2026 ABLE, GBV, CPR, and PWD In-Service Course, 28JAN Monthly IMT/OAG: Impartial Policing - Presentation & Agenda,	0.50	USD250.00	USD125.00
Service	01/22/2026 - Chicago PD CD - Review and respond to messages - Community Policing Methodologies, AM Agenda for Review, Supervision IMT/OAG Monthly Call, IMT/OAG Monthly ISR Meeting, IMT Productions: January 22, 2026, 26 January 2026 - Weekly Recruit Schedule	0.75	USD250.00	USD187.50
Service	01/23/2026 - Chicago PD CD - Document review - Review/rewrite/write up compliance ratings on CPD ¶¶297-316	6.50	USD250.00	USD1,625.00
Service	01/23/2026 - Chicago PD CD - Meeting - Call with Jake Alderden ref CPD Training questions and meeting reschedule	0.25	USD250.00	USD62.50
Service	01/23/2026 - Chicago PD CD - Meeting - FTES Executive Sponsor Meeting	1.00	USD250.00	USD250.00
Service	01/23/2026 - Chicago PD CD - Meeting - Monthly Chicago IMT Associate Monitor Meeting	1.00	USD250.00	USD250.00
Service	01/23/2026 - Chicago PD CD - Meeting - WeeklyIMT/OAG Check in	0.50	USD250.00	USD125.00
Service	01/23/2026 - Chicago PD CD - Review and respond to messages - Monthly CPD Training Meeting Notes, CPD Productions Review, IMT/OAG Check-in Notes 01/23/2026, AM Agenda for Review, IMT CPD Systems Access, RHP and Training IMR-13 Version 2 Drafts, IMT Tracker Updates: January 23, 2026, IMT Internal Deadlines: January 23-February 1, CP/IP Productions and Compliance Tracking, RHP	2.00	USD250.00	USD500.00

and Training IMR-13 Version 2 Drafts, Materials for Crisis Intervention January 29th IMT/OAG Meeting, CPD Systems Access - Email to Send to Allan, IMR13 Initial Draft Intro/Appendices - Supervision (Supervision Draft 1.13.25), ISR IMR-13 Second Draft, SHOTS FIRED BY THE POLICE (WITH HITS) - 006

Service	01/24/2026 - Chicago PD CD - Document review - Review/rewrite/write up compliance ratings on CPD ¶¶297-340	11.50	USD250.00	USD2,875.00
Service	01/26/2026 - Chicago PD CD - Document review - Review IMR-13 RHP/Training Intros, analysts edited spreadsheet & Compliance Assessments	2.00	USD250.00	USD500.00
Service	01/26/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	0.50	USD250.00	USD125.00
Service	01/26/2026 - Chicago PD CD - Meeting - Weekly Check-in with Allyson	0.50	USD250.00	USD125.00
Service	01/26/2026 - Chicago PD CD - Review and respond to messages - ¶300-316, ¶317-340, RHP and Training IMR-13 Version 2 Drafts, IMR-13 Training Intro/Appendix for Review, IMT/City Check-in Notes 1/26/2026, Training meeting - new dates?, DRAFT IMT Comments - CPD Instructor Academy, Use of Force Outstanding Items: 1/26/2026, Data Section Update, Information on Services for Steve Rickman, Reminders, BIA bi-weekly executive sponsor notes, CPD Systems Access - Email to Send to Allan, IMR-13 RHP and Training Compliance Tracking Spreadsheet, IMR13 Intro/Appendices - Supervision Draft 1.26.26	3.25	USD250.00	USD812.50
Service	01/27/2026 - Chicago PD CD - Meeting - Monthly RHP Meeting with CoC, IMT, and OAG	0.50	USD250.00	USD125.00
Service	01/27/2026 - Chicago PD CD - Meeting - PSP OIS TTA Discussion	0.75	USD250.00	USD187.50
Service	01/27/2026 - Chicago PD CD - Review and respond to messages - IMT No Objection Notice - CPD G03-02-08, Department Review of Use of Force, IMT Methodologies - Internal Review Timeline, OAG Letter Regarding District Level Review, UOF Executive Sponsor Call Notes: 1/20/2026 and 1/27/2026, Draft Comments – CPD, TRED District Level Review Program materials, OAG Comments - CPD, Sergeant Review and Oversight: Use of Force, TRR's, and Field Accountability, CPD Pre-Service Navigating ISRs Training - OAG Comments	0.75	USD250.00	USD187.50

Service	01/28/2026 - Chicago PD CD - Meeting - Monthly IMT/OAG: Impartial Polling	1.00	USD250.00	USD250.00
Service	01/28/2026 - Chicago PD CD - Review and respond to messages - CPD Productions Review, Time change: OWS - Weekly Meeting, DRAFT IMT No Objection Notice - CPD 2026 BIA Onboard Training Plan, OWS - Weekly Meeting, CPD Productions Review, IMT Comments - CPD Instructor Academy	0.75	USD250.00	USD187.50
Service	01/29/2026 - Chicago PD CD - Meeting - IMT Leadership Meeting	1.50	USD250.00	USD375.00
Service	01/29/2026 - Chicago PD CD - Meeting - Monthly IMT/OAG: Data Collection, Analysis and Management	0.50	USD250.00	USD125.00
Service	01/29/2026 - Chicago PD CD - Review and respond to messages - IMT Productions: January 29, 2026, OAG No Objection - Instructor Academy, 2 February 2026 - Weekly Recruit Schedule, IMT No Objection Notice – CPD 2026 BIA Onboard Training Plan, IMT Comments - CPD Certified CIT Officer Implementation Plan, Draft Comments – CPD, TRED District Level Review Program materials, IMT No Objection Notice - CPD, TRED District Level Review Program	1.25	USD250.00	USD312.50
Service	01/30/2026 - Chicago PD CD - Meeting - FTES Executive Sponsor Meeting	0.50	USD250.00	USD125.00
Service	01/30/2026 - Chicago PD CD - Meeting - IMT/OAG Check-In	0.50	USD250.00	USD125.00
Service	01/30/2026 - Chicago PD CD - Meeting - TSG Meets with AM Bowman	0.50	USD250.00	USD125.00
Service	01/30/2026 - Chicago PD CD - Review and respond to messages - 2026.01.30 - Draft Second Amended Stipulation, IMT/OAG Check-in Notes 01/30/2026, IMT Tracker Updates: January 30, 2026, IMT Internal Deadlines: January 30-February 8, Request for Assistance on PCRIA Compliance, G03-06, S03-14 Suite, MR13 Main Report - Draft for review, OAG Notice of Extension - CPD's Certified CIT Officer Implementation Plan, 2026.01.30 DRAFT Independent Monitoring Report 13	1.50	USD250.00	USD375.00
			SUBTOTAL	USD28,312.50
			<b>TOTAL</b>	<b>USD28,312.50</b>



Billing Number: 1499.0007.0001  
 Invoice Number: INV-388116

Invoice Date: 02/10/2026

Bill To:  
 ArentFox Schiff LLP  
 Attn: Maggie Hickey, Monitor  
 233 South Wacker Drive  
 Suite 7100  
 Chicago, IL 60606

Remit To:  
 The CNA Corporation  
 c/o PNC Bank N.A.  
 P.O. Box 820661  
 Philadelphia, PA 19182-0661

Customer Number: SCHIFF  
 Prime Contract Number: Engagement Letter  
 Subcontractor Number:

Cost: \$1,050,000.00  
 Fee: \$0.00  
 Total: \$1,050,000.00  
 Percent of Total Billed: 13.87%  
 Cumulative Amount Billed: \$145,622.92

Funded Value  
 \$1,050,000.00  
 \$0.00  
 \$1,050,000.00  
 13.87%

Project Number: 1499.0007.F538  
 Project Name: CPD Monitor Year 8  
 Project POP: 01/01/2026 to 12/31/2026  
 Terms: NET 30  
 Due Date: 03/12/2026  
 VAT/Tax ID Number: [REDACTED]

Billing Period From: 01/01/2026  
 To: 01/31/2026

	Hours	Rate	Current Amount
CNA Monitoring Team Support Clements, Bridgette M	137.50	146.2200	\$20,105.25
CNA Monitoring Team Support Felix, Tammy L	64.00	244.6200	15,655.68
CNA Monitoring Team Support Jenkins, Monique	32.00	180.4700	5,775.04
CNA Monitoring Team Support Melendez, Heleana E	136.00	146.2200	19,885.92
CNA Monitoring Team Support Schmitt, Valerie K	66.50	174.3700	11,595.61
CNA Project Director Kunard, Laura L	78.00	281.9300	21,990.54
CNA SME Clancey, Lindsey A	53.50	180.4700	9,655.15
Monitoring Team Support Bennett, John S	28.50	96.7100	2,756.24
V Deputy Monitor R Monroe Public Safety Co	88.50	397.6400	35,191.14
V Laura McElroy McElroy Media Group	3.00	196.5900	589.77
V Subcontractor NSTE UIC - Anna Panova	4.50	95.5400	429.93
UIC - Joseph K. Hoereth	4.50	155.0400	697.68
UIC - Norma Ramos	8.00	113.7200	909.76
UIC - Richard Rothschild	1.00	61.0500	61.05
UIC - Sam Theno	5.00	41.2200	206.10
Professional Service	710.50		\$145,504.86
Software			\$118.06
Other Direct Costs			\$118.06
Invoice Total			<u>\$145,622.92</u>

I certify that this invoice is correct and in accordance with the terms of the contract and that the costs included herein have been incurred, represent payments made by the contractor except as otherwise authorized in the payments provision of the Contract, and properly reflect the work performed. If you have any questions regarding this invoice, please contact Janet Chase at chasej@cna.org.

*Felicia G. Jordan*  
 Felicia Y. Jordan  
 Director, Project Accounting

02/10/2026  
 Date



Billing Number: 1499.0007.0001 Project Number: 1499.0007.F538  
 Invoice Number: INV-388116 Project Name: CPD Monitor Year 8 Invoice Date: 02/10/2026

**Labor Supporting Schedule - T&M**

Group Description: Professional Service

Labor		Empl/Vendor	Hours	Rate	Current Amount
Cat	Desc				
MONTS4	CNA Monitoring Team Support	Clements, Bridgette M	137.50	146.2200	\$20,105.25
MONTSS4 CNA Monitoring Team Support			137.50		\$20,105.25
MONTS1	CNA Monitoring Team Support	Felix, Tammy L	64.00	244.6200	\$15,655.68
MONTSS1 CNA Monitoring Team Support			64.00		\$15,655.68
MONTS4	CNA Monitoring Team Support	Jenkins, Monique	32.00	180.4700	\$5,775.04
MONTSS4 CNA Monitoring Team Support			32.00		\$5,775.04
MONTS3	CNA Monitoring Team Support	Melendez, Heleana E	136.00	146.2200	\$19,885.92
MONTSS3 CNA Monitoring Team Support			136.00		\$19,885.92
MONTS5	CNA Monitoring Team Support	Schmitt, Valerie K	66.50	174.3700	\$11,595.61
MONTSS5 CNA Monitoring Team Support			66.50		\$11,595.61
PJDIR	CNA Project Director	Kunard, Laura L	78.00	281.9300	\$21,990.54
PJDIR CNA Project Director			78.00		\$21,990.54
SME	CNA SME	Clancey, Lindsey A	53.50	180.4700	\$9,655.15
SME CNA SME			53.50		\$9,655.15
MONTS6	Monitoring Team Support	Bennett, John S	28.50	96.7100	\$2,756.24
MONTSS6 Monitoring Team Support			28.50		\$2,756.24
DEPMON	V Deputy Monitor	R Monroe Public Safety Co	88.50	397.6400	\$35,191.14
DEPMON V Deputy Monitor			88.50		\$35,191.14
COMMEN	V Laura McElroy	McElroy Media Group	3.00	196.5900	\$589.77
COMMEN V Laura McElroy			3.00		\$589.77
SUBN	V Subcontractor NSTE	UIC - Anna Panova	4.50	95.5400	\$429.93
SUBN	V Subcontractor NSTE	UIC - Joseph K. Hoereth	4.50	155.0400	\$697.68



Billing Number: 1499.0007.0001 Project Number: 1499.0007.F538  
Invoice Number: INV-388116 Project Name: CPD Monitor Year 8 Invoice Date: 02/10/2026

Group Description: Professional Service

Labor					Current
Cat	Desc	Empl/Vendor	Hours	Rate	Amount
SUBN V		UIC - Norma Ramos	8.00	113.7200	\$909.76
	Subcontractor NSTE				
SUBN V		UIC - Richard	1.00	61.0500	\$61.05
	Subcontractor NSTE Rothschild				
SUBN V		UIC - Sam Theno	5.00	41.2200	\$206.10
	Subcontractor NSTE				
SUBN V	Subcontractor NSTE		23.00		\$2,304.52
	Professional Service		710.50		\$145,504.86



Billing Number: 1499.0007.0001 Project Number: 1499.0007.F538  
Invoice Number: INV-388116 Project Name: CPD Monitor Year 8 Invoice Date: 02/10/2026

**Non-Labor Supporting Schedule**

Group Description: Other Direct Costs

Description	Transaction	JE No. / Vchr No.	FY/Pd	Vendor	Invoice ID	Current Amount
<u>Line Description:</u>	<u>Software</u>					
Software New Purch D	Ppd Pantheon Systems, Inc.	1065	2026/4			\$118.06
Total: Software						<u>\$118.06</u>
Other Direct Costs						<u>\$118.06</u>

<b>Row Labels</b>	<b>Sum of Hours</b>
<b>John Bennett</b>	<b>28.5</b>
<b>Valerie Schmitt</b>	<b>66.5</b>
<b>Tammy Felix</b>	<b>64</b>
<b>Monique Jenkins</b>	<b>32</b>
<b>Lindsey Clancey</b>	<b>53.5</b>
<b>Heleana Melendez</b>	<b>136</b>
<b>Joe Hoereth</b>	<b>4.5</b>
<b>Norma Ramos</b>	<b>8</b>
<b>Sam Theno</b>	<b>5</b>
<b>Anna Panova</b>	<b>4.5</b>
<b>Laura McElroy</b>	<b>3</b>
<b>Rodney Monroe</b>	<b>88.5</b>
<b>Laura Kunard</b>	<b>78</b>
<b>Bridgette Clements</b>	<b>137.5</b>
<b>Roy Rothschild</b>	<b>1</b>
<b>Grand Total</b>	<b>710.5</b>

Name	Month/ Year	Date	Description of Labor	Hours
Rodney Monroe	January 2026	01/04/26	Reviewed IMR13 draft reports, UOF, Sup	2.00
Rodney Monroe	January 2026	01/04/26	Reviewed various CPD productions delivered 12/30	2.75
Rodney Monroe	January 2026	01/05/26	Weekly meeting w/CPD/City	0.50
Rodney Monroe	January 2026	01/05/26	Weekly meeting w/Allyson	0.50
Rodney Monroe	January 2026	01/05/26	FRB meeting	0.50
Rodney Monroe	January 2026	01/06/26	Call w/Tammy to discuss IMR13 revisions	0.50
Rodney Monroe	January 2026	01/06/26	Drafting of IMR13 CP report	3.50
Rodney Monroe	January 2026	01/06/26	UOF weekly meeting	1.00
Rodney Monroe	January 2026	01/06/26	Reviewed and made notes on CPD IMR14 deliverables	3.50
Rodney Monroe	January 2026	01/06/26	Reviewed Pre Service Crime Reduction training	1.50
Rodney Monroe	January 2026	01/06/26	IMT meeting to discuss CCPSA agenda	0.50
Rodney Monroe	January 2026	01/07/26	Additional review of Pre Service Crime Reduction training and drafted comments	2.00
Rodney Monroe	January 2026	01/07/26	Internal CP/IP meeting	0.50
Rodney Monroe	January 2026	01/08/26	Weekly meeting w/Allan and JJ	0.50
Rodney Monroe	January 2026	01/08/26	IMT leadership meeting	1.25
Rodney Monroe	January 2026	01/08/26	Monthly COPA meeting	0.75
Rodney Monroe	January 2026	01/08/26	Virtual CCPSA meeting on ICE/CPD	2.50
Rodney Monroe	January 2026	01/09/26	Weekly meeting w/OAG	0.50
Rodney Monroe	January 2026	01/09/26	Call w/B. Clements to discuss IMT tracker follow ups	0.75
Rodney Monroe	January 2026	01/12/26	Associate Monitor bi-weekly meeting	1.00
Rodney Monroe	January 2026	01/12/26	Weekly meeting w/City/CPD	0.50
Rodney Monroe	January 2026	01/12/26	Reviewed RHP draft IMR13 version 2	1.00
Rodney Monroe	January 2026	01/12/26	IMT leadership meeting	0.75
Rodney Monroe	January 2026	01/12/26	Weekly RHP internal meeting	0.75
Rodney Monroe	January 2026	01/12/26	CET bi-weekly meeting	0.50
Rodney Monroe	January 2026	01/12/26	668 monthly meeting	0.75
Rodney Monroe	January 2026	01/13/26	Bi-weekly meeting w/Sup Snelling	0.75
Rodney Monroe	January 2026	01/13/26	Settlement Conference	1.00
Rodney Monroe	January 2026	01/13/26	Status Hearing	2.00
Rodney Monroe	January 2026	01/13/26	FRB meeting	0.50
Rodney Monroe	January 2026	01/13/26	TCAC meeting	0.50
Rodney Monroe	January 2026	01/14/26	Reviewed Supervision revised draft IMR13	0.75
Rodney Monroe	January 2026	01/14/26	Reviewed notes from Ex Sponsor meeting UOF	0.25

Rodney Monroe	January 2026	01/14/26	Meeting w/Allan to discuss BIA backlog and efforts to address	0.75
Rodney Monroe	January 2026	01/15/26	Weekly meeting w/Allan and JJ	0.50
Rodney Monroe	January 2026	01/15/26	Weekly IMT leadership	1.25
Rodney Monroe	January 2026	01/15/26	UOF monthly meeting	0.75
Rodney Monroe	January 2026	01/15/26	Meeting w/Allyson to discuss methodology discussions during monthly meetings	0.50
Rodney Monroe	January 2026	01/16/26	Weekly meeting w/OAG/IMT	0.50
Rodney Monroe	January 2026	01/18/26	Reviewed and made edits to IMR13 draft report	2.50
Rodney Monroe	January 2026	01/19/26	Reviewed 1/15/26 CPD productions	1.25
Rodney Monroe	January 2026	01/19/26	Reviewed IMT tracker for follow ups w/ AMs	1.00
Rodney Monroe	January 2026	01/21/26	OW weekly meeting	0.50
Rodney Monroe	January 2026	01/21/26	Monthly Training meeting and follow-up call with Allan	1.00
Rodney Monroe	January 2026	01/21/26	ISR internal meeting	0.50
Rodney Monroe	January 2026	01/21/26	Reviewed ISR draft edits on IMR13 report	1.00
Rodney Monroe	January 2026	01/21/26	Monthly CP meeting	0.50
Rodney Monroe	January 2026	01/21/26	Reviewed and noted meeting notes from Coalition meeting	0.50
Rodney Monroe	January 2026	01/22/26	Weekly meeting w/Allan and JJ	0.50
Rodney Monroe	January 2026	01/22/26	Weekly IMT leadership meeting	1.50
Rodney Monroe	January 2026	01/22/26	Reviewed and discussed CP methodologies w/CP Team	2.00
Rodney Monroe	January 2026	01/23/26	Weekly meeting w/OAG	0.50
Rodney Monroe	January 2026	01/23/26	IMT AM meeting discussion on IMR13	1.50
Rodney Monroe	January 2026	01/26/26	Weekly meeting w/City/CPD	0.50
Rodney Monroe	January 2026	01/26/26	Weekly meeting w/Allyson	0.50
Rodney Monroe	January 2026	01/26/26	Internal Training meeting	0.50
Rodney Monroe	January 2026	01/26/26	Reviewed various IMR13 updated draft reports CIT, A&T, Supervision	3.50
Rodney Monroe	January 2026	01/26/26	Meeting w/Allan and Adam to discuss systems update	1.00
Rodney Monroe	January 2026	01/27/26	Reviewed various IMR13 updated draft reports, IP, UOF, A&T	3.00
Rodney Monroe	January 2026	01/27/26	Bi-weekly meeting w/Sup Snelling	0.75
Rodney Monroe	January 2026	01/27/26	Monthly OW meeting	1.00

Rodney Monroe	January 2026	01/27/26	FRB meeting	0.50
Rodney Monroe	January 2026	01/27/26	Monthly RHP meeting	0.50
Rodney Monroe	January 2026	01/28/26	Reviewed additional IMR13 draft reports	2.00
Rodney Monroe	January 2026	01/28/26	IP monthly meeting	1.00
Rodney Monroe	January 2026	01/29/26	Weekly meeting w/Allan and JJ	0.75
Rodney Monroe	January 2026	01/29/26	IMT leadership meeting	1.50
Rodney Monroe	January 2026	01/29/26	Reviewed updated CP methodologies	1.50
Rodney Monroe	January 2026	01/29/26	Reviewed notes from Ex Sponsor meeting UOF	0.50
Rodney Monroe	January 2026	01/29/26	Reviewed updated Supervision Intro	0.50
Rodney Monroe	January 2026	01/29/26	Reviewed updated IMT Tracker for follow ups	1.00
Rodney Monroe	January 2026	01/29/26	CCPSA meeting	2.00
Rodney Monroe	January 2026	01/30/26	Meeting w/Allan to discuss CCPSA goals set for Sup	0.50
Rodney Monroe	January 2026	01/30/26	Weekly meeting w/OAG	0.50
Rodney Monroe	January 2026	01/30/26	Monthly A&T meeting	0.75
Rodney Monroe	January 2026	01/30/26	IMT leadership meeting to discuss 668 meeting	1.00
Rodney Monroe	January 2026	01/30/26	Reviewed IMR13 final drafts for submission to parties, Intro sections	2.75
Rodney Monroe	January 2026	01/31/26	Reviewed IMR13 Appendix sections of IMR13	3.50
Rodney Monroe	January 2026	01/31/26	Reviewed draft Traffic Stop Stipulation	1.50
Laura McElroy	January 2026	01/09/26	Created flyer for Jan 13 Public Hearing	1.00
Laura McElroy	January 2026	01/12/26	CET meeting on identifying new groups to partner with for community meetings	0.50
Laura McElroy	January 2026	01/13/26	Attended monthly hearing	1.50
Joe Hoereth	January 2026	01/12/26	Community engagement team check in call	1.00
Joe Hoereth	January 2026	01/13/26	Consent Decree public hearing with Judge Pallmeyer	1.00
Joe Hoereth	January 2026	01/21/26	Review of NORC proposal for next survey	1.00
Joe Hoereth	January 2026	01/23/26	IMT Monthly Associate Monitor call	1.50

Norma Ramos	January 2026	01/05/26	Work on weekly tasks and assignments to support CET strategic plan. Including researching leads, follow-up on communication correspondences and action items from community engagement sessions and potential meetings.	2.00
Norma Ramos	January 2026	01/08/26	Work on weekly tasks and assignments to support CET strategic plan. Including researching leads, follow-up on communication correspondences and action items from community engagement sessions and potential meetings.	2.00
Norma Ramos	January 2026	01/21/26	Work on weekly tasks and assignments to support CET strategic plan. Including researching leads, follow-up on communication correspondences and action items from community engagement sessions and potential meetings.	1.00
Norma Ramos	January 2026	01/26/26	Work on weekly tasks and assignments to support CET strategic plan. Including researching leads, follow-up on communication correspondences and action items from community engagement sessions and potential meetings.	1.00
Norma Ramos	January 2026	01/12/26	Attend IMT CET bi-weekly meeting	0.50
Norma Ramos	January 2026	01/13/26	IMT Consent Decree public hearing	1.50

Roy Rothschild	January 2026	01/21/26	Meeting with NORC bout next wave of survey	1.00
Sam Theno	January 2026	01/08/26	Meet with Heleana to discuss website improvements	0.50
Sam Theno	January 2026	01/26/26	Meet with Heleana to discuss website improvements	0.50
Sam Theno	January 2026	01/23/26	Work on graphics for IMR Reports/Website Update	2.00
Sam Theno	January 2026	01/29/26	Work on graphics for IMR Reports/Website Update	2.00
Anna Panova	January 2026	01/15/26	Community engagement team management	4.50
Laura Kunard	January 2026	01/05/26	Weekly check in call with City: .5 IMT leadership team discussions: 1 FRB observation: .5 Analyst calls: 1	3.00
Laura Kunard	January 2026	01/06/26	IMT UOF call: .5 IMR-13, data section: 1.5	2.00
Laura Kunard	January 2026	01/07/26	IMR-13, wellness: 2 IMR-13, data: 1 Review productions: 1 IMT leadership team calls: 1	5.00
Laura Kunard	January 2026	01/08/26	IMR-13, wellness: 2 IMT Leadership team meeting: 1.5 Prep for hearings: .5	4.00
Laura Kunard	January 2026	01/09/26	Weekly check in call with City: .5 IMT leadership team calls: .5 IMR-13, Data: .5 IMR-13, OWS: 1.5	3.00
Laura Kunard	January 2026	01/12/26	Weekly check in with City: .5 IMT leadership team calls: 1 Monthly 668 meeting: 1 IMR-13, OWS: 2 Analyst call: .5 CET call: .5 community engagement: .5	6.00

Laura Kunard	January 2026	01/13/26	Monthly settlement conference: .5 Critical incident/FRB observation: .5 Monthly public hearing: 1.5 Analyst conversations: .5 IMR-13, OWS: 1	4.00
Laura Kunard	January 2026	01/14/26	OWS, IMR-13: 1.5 OWS, productions: .5 Coalition meeting: 1 IMT website: .5 IMT communications and scheduling: .5	4.00
Laura Kunard	January 2026	01/15/26	IMT Leadership team meeting: 1.5 Monthly UOF meeting with Parties: .5 IMR-13, Supervision review: .5 IMR-13, Community Policing review: .5 IMR-13, Impartial Policing review: .5 IMR-13, Intro: 1 IMT communications: .5	5.00
Laura Kunard	January 2026	01/21/26	OWS weekly check in: .5 IMR-13, wellness: .5 IMR-13, data: .5 production reviews: .5	2.00
Laura Kunard	January 2026	01/22/26	IMR-13 review: 1 IMR-13 revisions: 1 Conversations with analysts: 1	3.00
Laura Kunard	January 2026	01/23/26	Weekly check in call with OAG: .5 IMT leadership team discussions: .5 Monthly AM meeting: 1 Weekly data check-in: .5 IMR-13 revisions: 1.5	4.00
Laura Kunard	January 2026	01/26/26	Associate Monitor prep: 1 IMT leadership team discussions: 1 IMT access to information systems: 1 IMR-13: 1	4.00
Laura Kunard	January 2026	01/27/26	Critical response / FRB: 1 Monthly Officer Wellness meeting: 1 IMR-13 check-in: 1 IMR-13 review and edit: 1	4.00

Laura Kunard	January 2026	01/28/26	OWS weekly meeting: .5 Crisis Intervention discussions: 1.5 IMR-13 revisions: 1 IMR-13 review, CI: 3 IMR-13 discussions: 2	8.00
Laura Kunard	January 2026	01/29/26	UOF data review: 1 IMR-13, crisis updates: 2 IMR-13, CET graphics: .5 IMR-13, CET updates: .5 IMR-13, data updates: .5 IMR-13, OWS updates: .5 IMR-13, conversations: 1.5 Review productions: 1.5	8.00
Laura Kunard	January 2026	01/30/26	Weekly check in call with OAG: .5 IMR-13 conversation: .5 IMR-13, report editing: 2 IMR-13, UOF review: 1 IMR-13, Supervision review: 1 IMR-13, graphics: .5 IMR-13, A&T review: 1.5 IMR-13, charts: 2	9.00
John Bennett	January 2026	01/02/26	Reviewed data section productions	0.50
John Bennett	January 2026	01/02/26	Traffic stop data collection best practices review	1.00
John Bennett	January 2026	01/05/26	Reviewed data section productions	2.00
John Bennett	January 2026	01/05/26	Updated data section tracker	1.00
John Bennett	January 2026	01/06/26	IMR-13 data section writing	2.00
John Bennett	January 2026	01/07/26	IMR-13 data section writing	2.00
John Bennett	January 2026	01/07/26	Analyst Meeting	1.00
John Bennett	January 2026	01/08/26	IMR-13 data section writing	1.00
John Bennett	January 2026	01/09/26	Reviewed data section productions	2.00
John Bennett	January 2026	01/12/26	Updated data section tracker	1.00
John Bennett	January 2026	01/12/26	Reviewed data section productions	0.50
John Bennett	January 2026	01/15/26	Reviewed IMR14 productions	0.50
John Bennett	January 2026	01/16/26	Reviewed data section productions	1.00
John Bennett	January 2026	01/20/26	Reviewed data section productions	1.50
John Bennett	January 2026	01/22/26	Reviewed data section productions	1.00
John Bennett	January 2026	01/22/26	IMR-13 data section writing	1.00

John Bennett	January 2026	01/23/26	Data section discussion on IMR13	1.00
John Bennett	January 2026	01/23/26	IMR-13 data section writing	1.00
John Bennett	January 2026	01/26/26	Updated data section tracker	1.00
John Bennett	January 2026	01/26/26	Reviewed data section productions	1.00
John Bennett	January 2026	01/27/26	Reviewed comments to data section productions	1.00
John Bennett	January 2026	01/27/26	Reviewed IMR-13 report draft	1.00
John Bennett	January 2026	01/28/26	IMR-13 writing discussion/prep	0.50
John Bennett	January 2026	01/28/26	Reviewed data section methodologies	1.00
John Bennett	January 2026	01/29/26	Traffic stop data collection best practices review	1.00
John Bennett	January 2026	01/29/26	Monthly IMT/CPD/OAG discussion on IMR14	1.00
Lindsey Clancey	January 2026	01/01/26	IMR13 CIT	1.00
Lindsey Clancey	January 2026	01/02/26	IMR13 CIT; website review	2.00
Lindsey Clancey	January 2026	01/05/26	IMR13 CIT and OWS; website review	3.00
Lindsey Clancey	January 2026	01/06/26	IMR13 OWS; methodology review	1.50
Lindsey Clancey	January 2026	01/07/26	IMT Analyst Discussion; IMR13	3.00
Lindsey Clancey	January 2026	01/08/26	IMR13 CIT	1.50
Lindsey Clancey	January 2026	01/09/26	IMR13 CIT	1.00
Lindsey Clancey	January 2026	01/11/26	IMR13 Production Review	1.00
Lindsey Clancey	January 2026	01/12/26	IMR13 CIT Appendix	2.00
Lindsey Clancey	January 2026	01/13/26	IMR13 - OWS review; IMR13 CIT Appendix; OWS touch base IMR13	5.00
Lindsey Clancey	January 2026	01/14/26	IMR13 - OWS ; IMR13 CIT Appendix; IMR13 OWS Appendix	3.00
Lindsey Clancey	January 2026	01/15/26	IMR14 - OWS Methodology Review and IMR13 CIT Discussion	2.00
Lindsey Clancey	January 2026	01/16/26	IMR14 Production Review	1.00
Lindsey Clancey	January 2026	01/20/26	IMR13- CIT	2.00
Lindsey Clancey	January 2026	01/21/26	IMR13 - Appendix Updates CIT; OWS Weekly Touch point	1.50
Lindsey Clancey	January 2026	01/22/26	IMR13 - Appendix Updates CIT; IMR14 production review	4.50
Lindsey Clancey	January 2026	01/23/26	IMR13 - CIT	2.50
Lindsey Clancey	January 2026	01/25/26	IMR13 - CIT; IMR14 Production Review	3.00

Lindsey Clancey	January 2026	01/26/25	IMR13 - CIT Discussion	1.00
Lindsey Clancey	January 2026	01/27/26	IMR13 - working session CIT; OWS - IMR13; OWS Monthly Meeting CPD/OAG	3.50
Lindsey Clancey	January 2026	01/28/26	IMR13 - OWS; IMR14 forthcoming production review OWS and CIT	3.50
Lindsey Clancey	January 2026	01/29/26	IMR13 - CIT; CIT Monthly Meeting CPD/OAG	3.00
Lindsey Clancey	January 2026	01/30/26	IMR13 - final discussions	2.00
Tammy Felix	January 2026	01/02/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.	5.00
Tammy Felix	January 2026	01/05/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.	3.00
Tammy Felix	January 2026	01/06/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.	3.00

Tammy Felix	January 2026	01/07/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers. Met with CP/IP team to discuss paragraph compliance for IMR 13 summarizing progress to date.	3.00
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Tammy Felix	January 2026	01/08/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.	3.00
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Tammy Felix	January 2026	01/09/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and IMR report drafting. Continued work to compile historical summary of community policing and impartial policing related paragraphs. Began work to develop HTML dashboard for Community Policing and Impartial Policing paragraph narratives, productions, methodologies, and compliance level tracking.	3.00
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Tammy Felix	January 2026	01/12/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and tracking. Continued work to develop CP/IP Dashboard.	4.00
Tammy Felix	January 2026	01/13/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and IMR report drafting. Continued work to develop CP/IP Dashboard.	2.00
Tammy Felix	January 2026	01/14/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 compliance assessments and IMR 13 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers. Met with the CP/IP team to discuss paragraph compliance for IMR 13 summarizing progress to date. Continued work to develop CP/IP Dashboard.	3.00
Tammy Felix	January 2026	01/15/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and IMR report drafting. Participated in the Impartial Policing Executive Sponsor status call and documented the discussion. Continued work to develop CP/IP Dashboard.	2.00

Tammy Felix	January 2026	01/16/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and IMR report drafting. Continued work to develop CP/IP Dashboard.	3.00
Tammy Felix	January 2026	01/20/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and IMR report drafting. Continued work to develop CP/IP Dashboard.	3.00
Tammy Felix	January 2026	01/21/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and IMR report drafting. Participated in the internal team IP meeting. Participated in the Community Policing monthly status call to review paragraph compliance and relevant productions. Documented the discussion. Continued work to develop CP/IP Dashboard.	4.00
Tammy Felix	January 2026	01/22/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and IMR report drafting. Met with the IP/CP team to discuss methodologies for IMR 14. Continued work to develop CP/IP Dashboard.	5.00
Tammy Felix	January 2026	01/23/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements. Completed edits and submitted internal/final draft IMR reports for Community Policing and Impartial Policing.	5.00

Tammy Felix	January 2026	01/26/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and IMR report drafting. Participated in the Impartial Policing Executive Sponsor status call and documented the discussion. Continued work to develop CP/IP Dashboard.	3.00
Tammy Felix	January 2026	01/27/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and IMR report drafting. Continued work to develop CP/IP Dashboard.	2.00
Tammy Felix	January 2026	01/28/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements. Participated in the internal CP/IP team weekly meeting. Participated in the Impartial Policing Monthly status call and documented the discussion. Continued work to develop CP/IP Dashboard.	3.00
Tammy Felix	January 2026	01/29/26	Participated in the weekly internal Community Policing section status call. Worked with AMs for Community Policing and Impartial Policing on IMR 13 document review requirements. Continued work to develop CP/IP Dashboard.	2.00
Tammy Felix	January 2026	01/30/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements and methodologies. Continued work to develop CP/IP Dashboard.	3.00
Monique Jenkins	January 2026	01/04/26	IMR-13 Drafting & Editing	2.00

Monique Jenkins	January 2026	01/04/26	Review of Production	1.00
Monique Jenkins	January 2026	01/05/26	IMR-13 Drafting & Editing	2.00
Monique Jenkins	January 2026	01/06/26	IMR-13 Drafting & Editing	0.50
Monique Jenkins	January 2026	01/06/26	Communication with Supervision Team	0.25
Monique Jenkins	January 2026	01/06/26	Communication with Leadership Team	0.25
Monique Jenkins	January 2026	01/07/26	Review of Production Responses	0.50
Monique Jenkins	January 2026	01/07/26	Weekly Meeting with AM Durham	0.50
Monique Jenkins	January 2026	01/07/26	Bi-Weekly CPD Meeting	0.50
Monique Jenkins	January 2026	01/07/26	Meeting with Training IMT Team	0.25
Monique Jenkins	January 2026	01/07/26	CNA IMT Analyst Meeting	0.75
Monique Jenkins	January 2026	01/08/26	Weekly Supervision team call to discuss productions, requests, and outstanding items	0.75
Monique Jenkins	January 2026	01/08/26	Review of Production	0.75
Monique Jenkins	January 2026	01/08/26	IMR-13 Drafting & Editing	0.50
Monique Jenkins	January 2026	01/09/26	Review of Supervision Court Hearing Remarks	1.00
Monique Jenkins	January 2026	01/11/26	IMR-13 Drafting & Editing	3.00
Monique Jenkins	January 2026	01/12/26	Review of Supervision Court Hearing Remarks	0.50
Monique Jenkins	January 2026	01/13/26	Supervision Court Hearing	1.50
Monique Jenkins	January 2026	01/13/26	Meeting with Leadership Team	0.50
Monique Jenkins	January 2026	01/13/26	IMR-13 Drafting & Editing	1.00
Monique Jenkins	January 2026	01/14/26	Weekly Meeting with AM Durham	0.50
Monique Jenkins	January 2026	01/14/26	Monthly IMT/OAG Supervision Meeting	0.75
Monique Jenkins	January 2026	01/14/26	Review of Production	0.25
Monique Jenkins	January 2026	01/15/26	Weekly Supervision team call to discuss productions, requests, and outstanding items	0.50
Monique Jenkins	January 2026	01/20/26	IMR-13 Drafting & Editing	1.00
Monique Jenkins	January 2026	01/21/26	Internal Supervision Call re: IMR-13	1.50
Monique Jenkins	January 2026	01/21/26	IMR-13 Drafting & Editing	1.00
Monique Jenkins	January 2026	01/21/26	Bi-Weekly CPD Meeting	0.50
Monique Jenkins	January 2026	01/22/26	Monthly IMT/OAG/CPD Supervision Meeting	0.75
Monique Jenkins	January 2026	01/22/26	Weekly Supervision team call to discuss productions, requests, and outstanding items	0.75
Monique Jenkins	January 2026	01/22/26	IMR-13 Drafting & Editing	1.00

Monique Jenkins	January 2026	01/22/26	CNA IMT Leadership Check-In	0.50
Monique Jenkins	January 2026	01/23/26	IMR-13 Drafting & Editing	2.00
Monique Jenkins	January 2026	01/26/26	IMR-13 Drafting & Editing	0.50
Monique Jenkins	January 2026	01/26/26	Supervision Executive Sponsor Meeting	0.50
Monique Jenkins	January 2026	01/27/26	Review of Productions	1.00
Monique Jenkins	January 2026	01/29/26	Weekly Supervision team call to discuss productions, requests, and outstanding items	0.50
Monique Jenkins	January 2026	01/29/26	Monthly IMT/OAG/CPD Data Meeting	0.50
Valerie Schmitt	January 2026	01/04/26	IMR-13 Production Review	2.00
Valerie Schmitt	January 2026	01/05/26	Weekly internal Training/RHP team call; Review incoming productions	1.00
Valerie Schmitt	January 2026	01/05/26	IMR-13 Production Review and Tracking Updates	2.00
Valerie Schmitt	January 2026	01/06/26	IMR-13 ISR Production Review	2.00
Valerie Schmitt	January 2026	01/06/26	IMR-13 Preparation	3.00
Valerie Schmitt	January 2026	01/07/26	Monthly Analyst Coordination Discussion	1.00
Valerie Schmitt	January 2026	01/07/26	Weekly internal ISR team call; Review compliance tracking	1.00
Valerie Schmitt	January 2026	01/08/26	Public Community Observation	2.50
Valerie Schmitt	January 2026	01/08/26	Internal ISR team coordination	0.50
Valerie Schmitt	January 2026	01/08/26	Review Production and Draft Comments for Training Production	2.00
Valerie Schmitt	January 2026	01/08/26	Review ISR Production	1.00
Valerie Schmitt	January 2026	01/09/26	Review Production and Draft Comments for Training Production	2.00
Valerie Schmitt	January 2026	01/09/26	Biweekly Training Executive Sponsor Call, review notes	1.00
Valerie Schmitt	January 2026	01/09/26	Draft language for IMR-13	3.00
Valerie Schmitt	January 2026	01/09/26	Review and revise IMR-13	1.00
Valerie Schmitt	January 2026	01/12/26	Weekly internal Training/RHP team call; Review incoming productions	1.00
Valerie Schmitt	January 2026	01/12/26		1.00
Valerie Schmitt	January 2026	01/13/26	Monthly TCAC Meeting Observation, notes and production review	2.00

Valerie Schmitt	January 2026	01/14/26	Weekly internal ISR team call; Review compliance tracking	1.00
Valerie Schmitt	January 2026	01/14/26	Review and revise IMR-13	1.00
Valerie Schmitt	January 2026	01/15/26	Review Production and Draft Comments for Training Production	0.50
Valerie Schmitt	January 2026	01/15/26	Review Production and Draft Comments For Production	1.50
Valerie Schmitt	January 2026	01/16/26	Biweekly FTES Executive Sponsor Call, develop notes, and review productions	2.00
Valerie Schmitt	January 2026	01/17/26	Review and discuss methodologies internally	1.00
Valerie Schmitt	January 2026	01/18/26	Review methodologies and tracking for IMR-13	1.00
Valerie Schmitt	January 2026	01/20/26	Analyst Coordination for IMR-13 Report	1.00
Valerie Schmitt	January 2026	01/20/26	Review Training Compliance Records	2.00
Valerie Schmitt	January 2026	01/21/26	Monthly Training Meeting with City and OAG, develop notes, and review best practices	2.00
Valerie Schmitt	January 2026	01/21/26	Weekly internal ISR team call; Review compliance tracking	1.50
Valerie Schmitt	January 2026	01/22/26	Monthly ISR Meeting with CPD, City and OAG, develop notes, and productions review	2.50
Valerie Schmitt	January 2026	01/23/26	Biweekly Training Executive Sponsor Call and develop notes	1.00
Valerie Schmitt	January 2026	01/23/26	Biweekly FTES Executive Sponsor Call and develop notes	1.00
Valerie Schmitt	January 2026	01/23/26	Cross sectional coordination	1.00
Valerie Schmitt	January 2026	01/23/26	Review Training Compliance Records	1.00
Valerie Schmitt	January 2026	01/24/26	AM coordination and information sharing	0.50
Valerie Schmitt	January 2026	01/24/26	IMR-13 Compliance Tracking Updates	0.50
Valerie Schmitt	January 2026	01/25/26	Draft language for IMR-13	4.00
Valerie Schmitt	January 2026	01/26/26	Weekly internal Training/RHP team call; Review incoming productions	1.00

Valerie Schmitt	January 2026	01/26/26	Review and update IMR-13 deliverables	1.50
Valerie Schmitt	January 2026	01/27/26	Monthly RHP Meeting with CoC, IMT, and OAG	1.00
Valerie Schmitt	January 2026	01/27/26	IMR-13 review	1.00
Valerie Schmitt	January 2026	01/28/26	Weekly internal ISR team call; Review compliance tracking	1.50
Valerie Schmitt	January 2026	01/29/26	Methodologies document updates	2.50
Valerie Schmitt	January 2026	01/30/26	Biweekly Training Executive Sponsor Call	0.50
Valerie Schmitt	January 2026	01/30/26	Develop Training Executive Sponsor Call notes	0.50
Valerie Schmitt	January 2026	01/30/26	Review Training Compliance Records	1.00
Valerie Schmitt	January 2026	01/30/26	Biweekly FTES Executive Sponsor Call and develop notes	1.00
Heleana Melendez	January 2026	01/05/26	IMT project management	2.50
Heleana Melendez	January 2026	01/05/26	Develop and update IMT productions/deadlines/compliance trackers	1.00
Heleana Melendez	January 2026	01/05/26	IMT leadership check-in	1.00
Heleana Melendez	January 2026	01/05/26	Review UOF production	0.75
Heleana Melendez	January 2026	01/05/26	Review UOF methodologies	0.50
Heleana Melendez	January 2026	01/05/26	Review CPD UOF website for community engagement	0.50
Heleana Melendez	January 2026	01/05/26	Develop list of UOF outstanding items	0.50
Heleana Melendez	January 2026	01/05/26	IMR13 UOF draft revisions	0.25
Heleana Melendez	January 2026	01/05/26	IMT project management	0.50
Heleana Melendez	January 2026	01/06/26	IMT project management	1.00
Heleana Melendez	January 2026	01/06/26	Review COPA data request and meeting notes	0.50
Heleana Melendez	January 2026	01/06/26	IMT leadership touch base	0.50
Heleana Melendez	January 2026	01/06/26	Use of Force section check-in	1.00
Heleana Melendez	January 2026	01/06/26	Develop and update IMT productions/deadlines/compliance trackers	1.50
Heleana Melendez	January 2026	01/06/26	IMR13 UOF revisions	3.00
Heleana Melendez	January 2026	01/06/26	IMT community survey review	0.50
Heleana Melendez	January 2026	01/06/26	Review CPD 2023 annual UOF report	0.75
Heleana Melendez	January 2026	01/06/26	Review CPD 2024 annual UOF report	1.00
Heleana Melendez	January 2026	01/06/26	Review TRED 2025 mid-year report	0.25
Heleana Melendez	January 2026	01/07/26	IMT project management	1.00
Heleana Melendez	January 2026	01/07/26	IMR13 UOF draft revisions	1.00

Heleana Melendez	January 2026	01/07/26	Update CPIC data tracker	0.50
Heleana Melendez	January 2026	01/07/26	IMT analyst monthly meeting	0.75
Heleana Melendez	January 2026	01/07/26	IMT leadership touch base	1.00
Heleana Melendez	January 2026	01/07/26	Draft UOF COPA data request	0.50
Heleana Melendez	January 2026	01/07/26	Review November-December UOF executive sponsor meeting notes	0.50
Heleana Melendez	January 2026	01/07/26	Review TRED 2025 mid-year report	0.50
Heleana Melendez	January 2026	01/07/26	IMR13 UOF drafting	1.75
Heleana Melendez	January 2026	01/07/26	Update UOF compliance tracker	0.25
Heleana Melendez	January 2026	01/07/26	Review UOF production	0.25
Heleana Melendez	January 2026	01/08/26	IMT project management	1.00
Heleana Melendez	January 2026	01/08/26	IMT website updates	0.50
Heleana Melendez	January 2026	01/08/26	IMR13 UOF draft revisions	1.25
Heleana Melendez	January 2026	01/08/26	Review TRED 2025 mid-year report	0.50
Heleana Melendez	January 2026	01/08/26	Review TRED 2024 year-end report	0.25
Heleana Melendez	January 2026	01/08/26	Review TRED 2023 year-end report	0.25
Heleana Melendez	January 2026	01/08/26	Review CPD 2024 annual UOF report	0.25
Heleana Melendez	January 2026	01/08/26	IMT website updates	2.00
Heleana Melendez	January 2026	01/08/26	IMT website discussion	0.50
Heleana Melendez	January 2026	01/08/26	IMT leadership touch base	1.00
Heleana Melendez	January 2026	01/08/26	Review UOF compliance tracker	0.50
Heleana Melendez	January 2026	01/09/26	Develop and update IMT productions/deadlines/compliance trackers	1.50
Heleana Melendez	January 2026	01/09/26	IMT project management	1.00
Heleana Melendez	January 2026	01/09/26	Update UOF compliance tracker	1.50
Heleana Melendez	January 2026	01/12/26	Develop and update IMT productions/deadlines/compliance trackers	0.75
Heleana Melendez	January 2026	01/12/26	Update UOF productions for review	0.25
Heleana Melendez	January 2026	01/12/26	IMT project management	0.50
Heleana Melendez	January 2026	01/12/26	Update CPIC data tracker	0.25
Heleana Melendez	January 2026	01/12/26	IMR13 UOF drafting	1.25
Heleana Melendez	January 2026	01/12/26	668 meeting prep	0.50
Heleana Melendez	January 2026	01/12/26	IMR13 UOF chart revisions	0.50
Heleana Melendez	January 2026	01/12/26	Update UOF compliance tracker	1.00
Heleana Melendez	January 2026	01/12/26	Update TRED data tracker	0.75
Heleana Melendez	January 2026	01/12/26	IMT website updates	0.25
Heleana Melendez	January 2026	01/12/26	668 meeting	0.50

Heleana Melendez	January 2026	01/12/26	Develop and review 668 meeting notes	0.50
Heleana Melendez	January 2026	01/13/26	UOF executive sponsor call	0.50
Heleana Melendez	January 2026	01/13/26	Develop, review, and disseminate 668 meeting notes	0.25
Heleana Melendez	January 2026	01/13/26	Develop and review executive sponsor call notes	0.50
Heleana Melendez	January 2026	01/13/26	Update CPIC data tracker	0.25
Heleana Melendez	January 2026	01/13/26	Update UOF compliance tracker	1.00
Heleana Melendez	January 2026	01/13/26	UOF section team check-in	0.50
Heleana Melendez	January 2026	01/13/26	Review and track IMR14 UOF deliverables	2.00
Heleana Melendez	January 2026	01/13/26	IMT leadership touch base	2.00
Heleana Melendez	January 2026	01/14/26	Review and revise UOF COPA questions for data request	0.50
Heleana Melendez	January 2026	01/14/26	Develop and update IMT productions/deadlines/compliance trackers	3.50
Heleana Melendez	January 2026	01/14/26	IP/CP analyst discussion	1.00
Heleana Melendez	January 2026	01/14/26	Coalition meeting	1.50
Heleana Melendez	January 2026	01/14/26	Update UOF compliance tracker	0.50
Heleana Melendez	January 2026	01/14/26	Develop and review Coalition meeting notes	0.50
Heleana Melendez	January 2026	01/14/26	UOF monthly meeting prep	0.50
Heleana Melendez	January 2026	01/15/26	Update TRED data tracker	2.00
Heleana Melendez	January 2026	01/15/26	Review productions to disseminate to team	0.75
Heleana Melendez	January 2026	01/15/26	Prepare compliance tracker	0.50
Heleana Melendez	January 2026	01/15/26	Monthly IMT/OAG UOF meeting	0.75
Heleana Melendez	January 2026	01/15/26	Review TRED data	0.50
Heleana Melendez	January 2026	01/15/26	Develop and review UOF monthly meeting notes	0.50
Heleana Melendez	January 2026	01/15/26	Deadlines and productions discussion	2.50
Heleana Melendez	January 2026	01/16/26	Review informal production for dissemination	0.75
Heleana Melendez	January 2026	01/16/26	Develop and update IMT productions/deadlines/compliance trackers	2.50
Heleana Melendez	January 2026	01/16/26	Documents and Productions call	0.50
Heleana Melendez	January 2026	01/16/26	IMT leadership discussion	0.75
Heleana Melendez	January 2026	01/16/26	Docs call notes	0.25
Heleana Melendez	January 2026	01/16/26	Update UOF productions for review	0.25
Heleana Melendez	January 2026	01/16/26	Analyst touch base	0.50
Heleana Melendez	January 2026	01/20/26	UOF executive sponsor call	0.50
Heleana Melendez	January 2026	01/20/26	IMR13 UOF drafting	1.00

Heleana Melendez	January 2026	01/20/26	IMT analyst call	0.50
Heleana Melendez	January 2026	01/20/26	IMT leadership touch base	0.50
Heleana Melendez	January 2026	01/20/26	UOF section team check-in	0.75
Heleana Melendez	January 2026	01/20/26	IMT project management	2.25
Heleana Melendez	January 2026	01/21/26	IMT project management	1.00
Heleana Melendez	January 2026	01/21/26	Update UOF compliance tracker	0.75
Heleana Melendez	January 2026	01/21/26	Review UOF production	1.00
Heleana Melendez	January 2026	01/21/26	Revise IMR13 UOF compliance chart	0.50
Heleana Melendez	January 2026	01/21/26	Develop and review Coalition meeting notes	1.00
Heleana Melendez	January 2026	01/21/26	Develop and update IMT productions/deadlines/compliance trackers	0.75
Heleana Melendez	January 2026	01/21/26	IMT website updates	1.00
Heleana Melendez	January 2026	01/22/26	IMR13 UOF revisions	1.50
Heleana Melendez	January 2026	01/22/26	Analyst touch base	0.50
Heleana Melendez	January 2026	01/22/26	Review CPD dashboards	0.75
Heleana Melendez	January 2026	01/22/26	IMR13 UOF revisions	1.50
Heleana Melendez	January 2026	01/22/26	Review G03-02	0.50
Heleana Melendez	January 2026	01/22/26	Review UOF methodologies	0.50
Heleana Melendez	January 2026	01/22/26	Review paragraph 244 compliance productions	0.50
Heleana Melendez	January 2026	01/22/26	Review IMR12	0.75
Heleana Melendez	January 2026	01/22/26	Review productions to disseminate to team	0.50
Heleana Melendez	January 2026	01/23/26	IMT project management	0.50
Heleana Melendez	January 2026	01/23/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	January 2026	01/23/26	IMR13 UOF revisions	2.50
Heleana Melendez	January 2026	01/23/26	IMT website updates	1.00
Heleana Melendez	January 2026	01/23/26	IMR13 UOF revisions	2.50
Heleana Melendez	January 2026	01/26/26	IMT project management	1.25
Heleana Melendez	January 2026	01/26/26	IMT leadership check-in	0.50
Heleana Melendez	January 2026	01/26/26	IMT website discussion	0.50
Heleana Melendez	January 2026	01/26/26	Review outstanding UOF productions and tasks	0.25
Heleana Melendez	January 2026	01/26/26	Revisions to IMR13 intro	1.00
Heleana Melendez	January 2026	01/26/26	Review September 668 meeting notes	0.25
Heleana Melendez	January 2026	01/26/26	IMR13 UOF revisions	3.00
Heleana Melendez	January 2026	01/26/26	Review TRED 2023, 2024 year-end reports and 2025 mid-year report	0.50
Heleana Melendez	January 2026	01/26/26	IMT CPD systems discussion	0.75
Heleana Melendez	January 2026	01/26/26	IMR13 UOF discussion	0.50
Heleana Melendez	January 2026	01/26/26	Review G03-02-08 response	0.50
Heleana Melendez	January 2026	01/27/26	UOF executive sponsor call	0.50
Heleana Melendez	January 2026	01/27/26	IMT project management	1.50
Heleana Melendez	January 2026	01/27/26	UOF section team check-in	0.75

Heleana Melendez	January 2026	01/27/26	IMT project management	2.00
Heleana Melendez	January 2026	01/27/26	Review UOF productions	1.25
Heleana Melendez	January 2026	01/27/26	Review UOF production response	0.50
Heleana Melendez	January 2026	01/27/26	Update UOF compliance tracker	0.50
Heleana Melendez	January 2026	01/27/26	Develop and review executive sponsor call notes for two sessions	1.00
Heleana Melendez	January 2026	01/28/26	Develop and update IMT productions/deadlines/compliance trackers	1.00
Heleana Melendez	January 2026	01/28/26	IMT analyst discussion	0.50
Heleana Melendez	January 2026	01/28/26	Review IMR13 UOF drafts	0.50
Heleana Melendez	January 2026	01/28/26	Review IMR13 report	2.50
Heleana Melendez	January 2026	01/29/26	Review productions to disseminate to team	0.50
Heleana Melendez	January 2026	01/29/26	Review UOF methodologies	0.75
Heleana Melendez	January 2026	01/29/26	Productions and deadlines discussion	0.75
Heleana Melendez	January 2026	01/29/26	Crossover paragraphs discussion	0.50
Heleana Melendez	January 2026	01/29/26	Informal production review	0.50
Heleana Melendez	January 2026	01/29/26	Develop and update IMT productions/deadlines/compliance trackers	2.00
Heleana Melendez	January 2026	01/29/26	Track forthcoming productions	1.50
Heleana Melendez	January 2026	01/30/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	January 2026	01/30/26	IMT project management	0.50
Heleana Melendez	January 2026	01/30/26	Informal production review	0.25
Heleana Melendez	January 2026	01/30/26	IMT leadership touch base	0.25
Heleana Melendez	January 2026	01/30/26	IMR13 report review	2.50
Heleana Melendez	January 2026	01/30/26	Documents and Productions call	1.00
Heleana Melendez	January 2026	01/30/26	IMR13 call re: CIT	1.00
Heleana Melendez	January 2026	01/30/26	IMR13 compliance check	1.00
Heleana Melendez	January 2026	01/30/26	IMR13 report review	3.00
Bridgette Clements	January 2026	01/05/26	IMT/City weekly call	0.50
Bridgette Clements	January 2026	01/05/26	IMT Project Management	1.75
Bridgette Clements	January 2026	01/05/26	IMT Leadership check-ins	1.00
Bridgette Clements	January 2026	01/05/26	Analyst check-in regarding the IMR13 report	0.50
Bridgette Clements	January 2026	01/05/26	IMT budget review	0.75
Bridgette Clements	January 2026	01/06/26	IMT Project Management	0.75
Bridgette Clements	January 2026	01/06/26	IMT budget review	1.00
Bridgette Clements	January 2026	01/06/26	UOF weekly team call	0.75
Bridgette Clements	January 2026	01/07/26	Weekly call with Casey McKenzie	0.25
Bridgette Clements	January 2026	01/07/26	IMT Project Management	0.75

Bridgette Clements	January 2026	01/07/26	Reviewing and responding to community emails	0.75
Bridgette Clements	January 2026	01/07/26	Reviewing production comments and drafts	1.00
Bridgette Clements	January 2026	01/07/26	IMT analyst monthly call and debrief	1.75
Bridgette Clements	January 2026	01/07/26	ISR weekly team call and debrief	0.50
Bridgette Clements	January 2026	01/07/26	A&T weekly team call and debrief	0.75
Bridgette Clements	January 2026	01/07/26	IMT Leadership check-ins	0.75
Bridgette Clements	January 2026	01/08/26	IMT Leadership weekly call	1.50
Bridgette Clements	January 2026	01/08/26	IMT Project Management	0.75
Bridgette Clements	January 2026	01/08/26	Meeting with the Parties about the Public Hearing/Settlement Conference and debrief	0.75
Bridgette Clements	January 2026	01/08/26	IMT analyst check-ins	1.00
Bridgette Clements	January 2026	01/08/26	A&T IMR13 report writing	1.75
Bridgette Clements	January 2026	01/08/26	IMT Leadership check-ins	0.50
Bridgette Clements	January 2026	01/08/26	COPA monthly call with the Parties and prep	1.25
Bridgette Clements	January 2026	01/09/26	Reviewing productions and disseminating to IMT team	0.50
Bridgette Clements	January 2026	01/09/26	A&T IMR13 report writing	0.25
Bridgette Clements	January 2026	01/09/26	IMT/OAG weekly call and debrief	0.75
Bridgette Clements	January 2026	01/09/26	IMT Leadership check-ins	0.75
Bridgette Clements	January 2026	01/09/26	Reviewing production comments and drafts	0.75
Bridgette Clements	January 2026	01/09/26	Monthly Public Hearing prep	0.50
Bridgette Clements	January 2026	01/12/26	Associate Monitor bi-weekly meeting	1.00
Bridgette Clements	January 2026	01/12/26	IMT/City weekly call and debrief	0.75
Bridgette Clements	January 2026	01/12/26	IMT Project Management	1.00
Bridgette Clements	January 2026	01/12/26	Monthly Public Hearing prep	2.00
Bridgette Clements	January 2026	01/12/26	ISR paragraph discussions	0.75
Bridgette Clements	January 2026	01/12/26	A&T IMR13 report writing	0.50
Bridgette Clements	January 2026	01/12/26	668 monthly call with Parties and debrief	0.75
Bridgette Clements	January 2026	01/12/26	Reviewing IMR13 draft reports	1.25
Bridgette Clements	January 2026	01/13/26	Reviewing production comments and drafts	1.00
Bridgette Clements	January 2026	01/13/26	IMR13 supervision and CIT report discussions	1.00
Bridgette Clements	January 2026	01/13/26	A&T IMR13 report writing	1.00
Bridgette Clements	January 2026	01/13/26	Monthly Settlement Conference with the Judge and Parties, and debrief	1.00

Bridgette Clements	January 2026	01/13/26	Monthly public hearing, prep, and debrief	2.25
Bridgette Clements	January 2026	01/13/26	IMT Leadership check-ins	1.75
Bridgette Clements	January 2026	01/14/26	Reviewing IMR13 draft reports	1.25
Bridgette Clements	January 2026	01/14/26	COPA/UOF data requests discussions	0.25
Bridgette Clements	January 2026	01/14/26	IMT Project Management	0.25
Bridgette Clements	January 2026	01/14/26	OWS weekly team call and debrief	0.75
Bridgette Clements	January 2026	01/14/26	A&T IMR13 report writing	5.00
Bridgette Clements	January 2026	01/14/26	ISR weekly team call	0.25
Bridgette Clements	January 2026	01/14/26	IP weekly team call	0.25
Bridgette Clements	January 2026	01/15/26	Reviewing IMR13 draft reports	0.75
Bridgette Clements	January 2026	01/15/26	Reviewing Data production	0.25
Bridgette Clements	January 2026	01/15/26	IMT Leadership weekly call and debrief	1.75
Bridgette Clements	January 2026	01/15/26	A&T IMR13 report writing	1.50
Bridgette Clements	January 2026	01/15/26	CIT weekly team call	1.00
Bridgette Clements	January 2026	01/15/26	Supervision weekly team call and debrief	0.75
Bridgette Clements	January 2026	01/15/26	Reviewing productions and disseminating to IMT team	1.75
Bridgette Clements	January 2026	01/15/26	Reviewing production comments and drafts	0.75
Bridgette Clements	January 2026	01/16/26	IMT Project Management	1.25
Bridgette Clements	January 2026	01/16/26	Reviewing IMR13 draft reports	3.50
Bridgette Clements	January 2026	01/16/26	Bi-weekly document requests and productions call with the Parties and debrief	1.25
Bridgette Clements	January 2026	01/16/26	A&T weekly team call	0.50
Bridgette Clements	January 2026	01/16/26	A&T IMR13 report writing	1.00
Bridgette Clements	January 2026	01/18/26	Reviewing IMR13 draft reports	2.00
Bridgette Clements	January 2026	01/18/26	Responding to BIA requests regarding sample sizes for Full compliance assessments	1.00
Bridgette Clements	January 2026	01/18/26	A&T IMR13 report writing	0.50
Bridgette Clements	January 2026	01/20/26	Reviewing UOF data requests for COPA/CPD	1.00
Bridgette Clements	January 2026	01/20/26	A&T IMR13 report writing	2.00
Bridgette Clements	January 2026	01/20/26	Working with analysts on revising IMR13 draft reports	1.00
Bridgette Clements	January 2026	01/20/26	UOF weekly team call	0.75
Bridgette Clements	January 2026	01/20/26	IMT budget review	1.50
Bridgette Clements	January 2026	01/20/26	IMT Project Management	2.00

Bridgette Clements	January 2026	01/20/26	Leadership discussions regarding the IMR13 draft report	0.75
Bridgette Clements	January 2026	01/21/26	Weekly call with Casey McKenzie and debrief	0.25
Bridgette Clements	January 2026	01/21/26	IMT budget review	1.25
Bridgette Clements	January 2026	01/21/26	OWS weekly team call	0.50
Bridgette Clements	January 2026	01/21/26	IMT Project Management	0.50
Bridgette Clements	January 2026	01/21/26	A&T weekly team call and debrief	1.00
Bridgette Clements	January 2026	01/21/26	CP monthly call with the Parties	0.75
Bridgette Clements	January 2026	01/21/26	Drafting Executive Summary for IMR13	1.25
Bridgette Clements	January 2026	01/21/26	Reviewing IMR13 draft reports	0.50
Bridgette Clements	January 2026	01/22/26	IMT Project Management	1.00
Bridgette Clements	January 2026	01/22/26	IMT Leadership weekly call and debrief	1.75
Bridgette Clements	January 2026	01/22/26	Reviewing IMR13 draft reports	2.50
Bridgette Clements	January 2026	01/22/26	Reviewing productions and disseminating to IMT team	0.75
Bridgette Clements	January 2026	01/22/26	Supervision monthly call with the Parties	0.75
Bridgette Clements	January 2026	01/22/26	Supervision weekly team call	0.75
Bridgette Clements	January 2026	01/23/26	IMT Project Management	0.75
Bridgette Clements	January 2026	01/23/26	IMT/OAG weekly call	0.50
Bridgette Clements	January 2026	01/23/26	Reviewing IMR13 draft reports	1.50
Bridgette Clements	January 2026	01/23/26	Associate Monitor monthly meeting and debrief	1.25
Bridgette Clements	January 2026	01/23/26	Data bi-weekly team call	0.25
Bridgette Clements	January 2026	01/23/26	Discussion regarding systems access	0.75
Bridgette Clements	January 2026	01/26/26	Reviewing IMR13 draft reports	0.75
Bridgette Clements	January 2026	01/26/26	IMT/City weekly call and debrief	0.50
Bridgette Clements	January 2026	01/26/26	Reviewing A&T productions reviews by AM	0.25
Bridgette Clements	January 2026	01/26/26	IMT Project Management	2.00
Bridgette Clements	January 2026	01/26/26	IMT Leadership check-ins	1.00
Bridgette Clements	January 2026	01/26/26	Reviewing production comments and drafts	1.00
Bridgette Clements	January 2026	01/26/26	IMT/BIA bi-weekly executive sponsor call and debrief	0.25
Bridgette Clements	January 2026	01/26/26	Training/RHP weekly team call	0.25
Bridgette Clements	January 2026	01/26/26	Discussion regarding systems access and debrief	1.00

Bridgette Clements	January 2026	01/27/26	Reviewing IMR13 draft reports	4.75
Bridgette Clements	January 2026	01/27/26	IMT Leadership check-ins	1.75
Bridgette Clements	January 2026	01/27/26	OWS monthly call with the Parties	1.00
Bridgette Clements	January 2026	01/27/26	CIT IMR13 report discussion	1.50
Bridgette Clements	January 2026	01/27/26	A&T weekly team call	0.50
Bridgette Clements	January 2026	01/28/26	Reviewing IMR13 draft reports	3.25
Bridgette Clements	January 2026	01/28/26	OWS weekly team call	0.50
Bridgette Clements	January 2026	01/28/26	Analyst check-in regarding the IMR13 report	0.75
Bridgette Clements	January 2026	01/28/26	IMT Leadership discussion regarding the IMR13 report	0.50
Bridgette Clements	January 2026	01/29/26	Reviewing A&T productions reviews by AM	1.00
Bridgette Clements	January 2026	01/29/26	IMT Leadership weekly call and debrief	2.25
Bridgette Clements	January 2026	01/29/26	IP and UOF production discussions	1.00
Bridgette Clements	January 2026	01/29/26	Reviewing productions and disseminating to IMT team	0.50
Bridgette Clements	January 2026	01/29/26	Reviewing IMR13 draft reports	1.75
Bridgette Clements	January 2026	01/29/26	Supervision weekly team call	0.50
Bridgette Clements	January 2026	01/29/26	Reviewing and revising A&T methodologies	2.50
Bridgette Clements	January 2026	01/30/26	Reviewing and revising A&T methodologies	0.50
Bridgette Clements	January 2026	01/30/26	IMT/OAG weekly call	0.50
Bridgette Clements	January 2026	01/30/26	Discussions regarding IMR13 reports	2.25
Bridgette Clements	January 2026	01/30/26	Reviewing IMR13 draft reports	5.75
Bridgette Clements	January 2026	01/30/26	A&T monthly call with the Parties	1.00
Bridgette Clements	January 2026	01/30/26	Monthly 668 and Settlement Conference Prep meeting with the Parties	1.00

# INVOICE

Vendor Name: Michael Dirden  
 Remit to Address: [REDACTED]  
 City: [REDACTED] State: [REDACTED] Zip: [REDACTED]  
 Contact Name: Michael Dirden  
 Phone: [REDACTED] Email: [REDACTED]

Invoice Date	Invoice Number
2/12/2026	01.26-01
Billing Period From:	Billing Period To:
1/1/2026	01/31/2026

Remittance Type Requested:  Check  EFT

**Bill To:** Schiff Hardin LLP; 233 S. Wacker Drive, Suite 7100; Chicago, IL 60606; MHickey@schiffhardin.com

<b>LABOR</b> (The description should clearly state the nature of the task performed sufficient to allow the reviewer to determine why it was necessary.)					
Date of Service(From)	Date of Service(To)	Description	Hours <small>(use .25 hr increments)</small>	Add/Delete	
1/5/2026	1/5/2026	Review production CPD & COPA Mediation Policies, COPA training	2	Add	Del
1/7/2026	1/7/2026	A&T weekly meeting	0.5	Add	Del
1/7/2026	1/7/2026	COPA Productions OIS and File Maintenance	4	Add	Del
1/8/2026	1/8/2026	IMT - COPA Monthly meeting	0.75	Add	Del
1/13/2026	1/13/2026	Public Hearing	1.5	Add	Del
1/20/2026	1/20/2026	IMR report, methodology review, and production 180 day letters	3	Add	Del
1/21/2026	1/21/2026	A&T weekly meeting	1	Add	Del
1/22/2026	1/22/2026	Review OIS policies, GO-306 Suite, Consent Decree & Illinois law	3	Add	Del
1/23/2026	1/23/2026	Associate Monitor Monthly Meeting	1.5	Add	Del
1/24/2026	1/24/2026	Review Prelim Investigations, Supt Auth, Inservice Training, Investigative File Maintenance	5	Add	Del
1/27/2026	1/27/2026	Review productions - complaint process, conflict of interest, sustained allegations, revised methodologies	4	Add	Del
1/27/2026	1/27/2026	A&T weekly meeting	0.5	Add	Del
1/28/2026	1/28/2026	Attend COPA 4th Amendment Training	1.5	Add	Del
1/28/2026	1/28/2026	Review productions - timeliness benchmarks, COPA Staffing plan, BIA supplemental eLearnings	4	Add	Del
1/29/2026	1/29/2026	Production review PCRIA Best efforts, CCPSA IMR - Mayor's Office-Police Board IMR 13 compliance, S09-05-02 & related policies	3	Add	Del
1/30/2026	1/30/2026	CPD IMT Monthly	1	Add	Del
1/30/2026	2/6/2026	Review productions BIA Staffing & Equipment Assessment, 2025 40 Hour Inservice training records	1.5	Add	Del
				Add	Del
Total Hours			37.75	Rate	\$150.00
<b>TOTAL LABOR:</b>			<b>\$5,662.50</b>		

Check here if you are not billing for any travel

**INVOICE TOTAL DUE: \$5,662.50**

**Invoice Comments/Notes:**

Reset Form

Save Form

# INVOICE

**CERTIFICATION:** By signing this invoice, I certify to the best of my knowledge and belief that the invoice is true, complete, and accurate, and the expenditures, disbursements and cash receipts are for the purposes and objectives set forth in the terms and conditions of the contract. I am aware that any false, fictitious, or fraudulent information, or the omission of any material fact, may subject me to criminal, civil or administrative penalties for fraud, false statements, false claims or otherwise. (U.S. Code Title 18, Section 1001 and Title 31, Sections 3729-3730.)

Michael A. Dirden

Digitally signed by Michael A. Dirden  
Date: 2026.02.05 18:57:08 -06'00'

Signature

Date

Reset Form

Save Form

**UNITED STATES DISTRICT COURT**  
 Northern District of Illinois

Invoice No.: 20260025

Ms. Margaret Hickey  
 ArentFox Schiff LLP  
 233 S. Wacker Dr., Suite 7100  
 Chicago, IL 60606

**MAKE CHECKS PAYABLE TO:**

Victoria Enterprises  
 219 S. Dearborn St.  
 Suite 1928  
 Chicago, IL 60604

Tax ID: [REDACTED]

CRIMINAL      CIVIL

DATE ORDERED: 01-09-2026

DATE DELIVERED:

**In the matter of:** 17 C 6260, State of Illinois v City of Chicago

TRANSCRIPT OF PROCEEDINGS BEFORE THE HONORABLE REBECCA R. PALLMEYER ON NOVEMBER 18, 2025.

I am unable to accept credit cards. Zelle payments can be sent to c/o [transcripts@victoria-enterprises.com](mailto:transcripts@victoria-enterprises.com). Checks are also accepted. Thank you!

CATEGORY	ORIGINAL			1 <sup>ST</sup> COPY			ADDITIONAL COPY			TOTAL CHARGES
	PAGES	PRICE	SUBTOTAL	PAGES	PRICE	SUBTOTAL	PAGES	PRICE	SUBTOTAL	
30-Day	79	4.40	347.60							347.60
14-Day										
7-Day										
3-Day										
Next-Day										
2-Hour										
Realtime										
Misc.									Misc. Charges	
									<b>Subtotal</b>	347.60
									Less Discount for Late Delivery	
									Tax (If Applicable)	
									Less Amount of Deposit	
									Total Refund	
									<b>Total Due</b>	347.60

**ADDITIONAL INFORMATION**

Full price may be charged only if the transcript is delivered within the required time frame. For example, if an order for expedited transcript is not completed and delivered within (7) calendar days, payment would be at the 14-day delivery rate, and if not completed and delivered within 14 days, payment would be at the ordinary delivery rate.

**CERTIFICATION**

I certify that the transcript fees charged and page format used comply with the requirements of this court and the Judicial Conference of the United States.

SIGNATURE:  
 Vicki D'Antonio

DATE:  
 01-13-2026

**UNITED STATES DISTRICT COURT**  
 Northern District of Illinois

Invoice No.: 20260009

Ms. Maggie Hickey  
 ArentFox Schiff LLP  
 233 South Wacker Drive  
 Suite 7100  
 Chicago, IL 60606

**MAKE CHECKS PAYABLE TO:**  
 JENNIFER COSTALES, CRR, RMR, CRC  
 Official Court Reporter  
 219 South Dearborn Street  
 Room 1714  
 Chicago, IL 60604

Tax ID: [REDACTED]

CRIMINAL      CIVIL

DATE ORDERED: 01-05-2026

DATE DELIVERED: 01-30-2026

**In the matter of:** 17 C 6260, State of Illinois v City of Chicago

Transcript of proceedings before the Hon. Rebecca R. Pallmeyer - public hearing December 9, 2025

CATEGORY	ORIGINAL			1 <sup>ST</sup> COPY			ADDITIONAL COPY			TOTAL CHARGES
	PAGES	PRICE	SUBTOTAL	PAGES	PRICE	SUBTOTAL	PAGES	PRICE	SUBTOTAL	
30-Day	52	4.40	228.80		1.10			0.75		228.80
14-Day		5.10			1.10			0.75		
7-Day		5.85			1.10			0.75		
3-Day		6.55			1.30			0.90		
Next-Day		7.30			1.45			1.10		
2-Hour		8.70			1.45			1.10		
Realtime		3.70			2.55			1.80		
Misc.	Misc. Charges									
<b>Subtotal</b>										228.80
Less Discount for Late Delivery										
Tax (If Applicable)										
Less Amount of Deposit										
Total Refund										
<b>Total Due</b>										228.80

**ADDITIONAL INFORMATION**

Full price may be charged only if the transcript is delivered within the required time frame. For example, if an order for expedited transcript is not completed and delivered within (7) calendar days, payment would be at the 14-day delivery rate, and if not completed and delivered within 14 days, payment would be at the ordinary delivery rate.

**CERTIFICATION**

I certify that the transcript fees charged and page format used comply with the requirements of this court and the Judicial Conference of the United States.

SIGNATURE:  
 /s/ Jennifer Costales, CRR, RMR, CRC

DATE:  
 01-30-2026

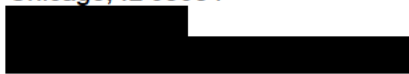
**UNITED STATES DISTRICT COURT**  
 Northern District of Illinois

Invoice No.: 54164

Maggie Hickey  
 ArentFox Schiff LLP  
 233 S. Wacker Drive  
 Suite 7100  
 Chicago, IL 60606

**MAKE CHECKS PAYABLE TO:**

Hannah Jagler, RMR, CRR, FCRR  
 219 S. Dearborn Street  
 Room 2504  
 Chicago, IL 60604



CRIMINAL

CIVIL

DATE ORDERED: 01-05-2026

DATE DELIVERED: 02-09-2026

**In the matter of:** 17-cv-6260, City of Chicago v State of Illinois

9-9-25: 63 pages  
 10-14-25: 41 pages

50% discount for being five days late

CATEGORY	ORIGINAL			1 <sup>ST</sup> COPY			ADDITIONAL COPY			TOTAL CHARGES
	PAGES	PRICE	SUBTOTAL	PAGES	PRICE	SUBTOTAL	PAGES	PRICE	SUBTOTAL	
30-Day	104	4.40	457.60		1.10			0.75		457.60
14-Day		5.10			1.10			0.75		
7-Day		5.85			1.10			0.75		
3-Day		6.55			1.30			0.90		
Next-Day		7.30			1.45			1.10		
2-Hour		8.70			1.45			1.10		
Realtime		3.70			2.55			1.80		
Misc.	Misc. Charges									
<b>Subtotal</b>										457.60
Less Discount for Late Delivery										228.80
Tax (If Applicable)										
Less Amount of Deposit										
Total Refund										
<b>Total Due</b>										228.80

**ADDITIONAL INFORMATION**

Full price may be charged only if the transcript is delivered within the required time frame. For example, if an order for expedited transcript is not completed and delivered within (7) calendar days, payment would be at the 14-day delivery rate, and if not completed and delivered within 14 days, payment would be at the ordinary delivery rate.

**CERTIFICATION**

I certify that the transcript fees charged and page format used comply with the requirements of this court and the Judicial Conference of the United States.

SIGNATURE:  
 /s/ Hannah Jagler

DATE:  
 02-09-2026

# eDiscovery Fees



Period: 1/1/2026 to 1/31/2026

## Maggie Hickey as Independent Monitor Involving the Chicago Police Department - [451895.00000] CPD Monitor

Name	Date	Description	Activity	Hours	Units	Rate	Total
	1/31/2026	Review - \$12 per GB, per month	E411		121.04	12.00	1,452.48
	1/31/2026	Review - \$12 per GB, per month	E411		59.58	12.00	714.96
<b>Total</b>							<b>\$2,167.44</b>