



Maggie Hickey as Independent Monitor Involving the
Chicago Police Department

Invoice Number 2529584
Invoice Date 03/30/2026
Client Number 451895
Matter Number 00000
Reference Number 17-CV-6260

For Professional Services Rendered Through February 28, 2026

Re: CPD Monitor

Total Fees	232,948.00
Total Disbursements	169,186.47
Total Amount Due This Invoice	\$402,134.47
Prior Balance Due	480,460.15
Total Balance Due Upon Receipt	\$882,594.62

***** 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>
02/02/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, document productions, and IMT deadlines to assess compliance with the Consent Decree.	0.70	276.50
02/02/26	Alex J. Becker	Review and analyze document productions related to Crisis Intervention section.	0.90	355.50
02/02/26	Alex J. Becker	Reviewed/managed upcoming IMT deadlines and updated productions and outstanding items list.	0.10	39.50
02/02/26	Alex J. Becker	Review and revise methodologies related to Crisis Intervention section.	0.60	237.00
02/02/26	Alexander S. Birkhold	Analyze and review use of force policies.	2.40	1,080.00
02/02/26	Alexander S. Birkhold	Participate in meeting IMT members to discuss methodologies and use of force productions.	0.40	180.00
02/02/26	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
02/02/26	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 Recruitment, Hiring, and Promotions sections of the Consent Decree	0.20	90.00
02/02/26	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	1.50	675.00
02/02/26	Maggie Hickey	Weekly meeting with City and IMT regarding Consent Decree issues.	0.30	150.00
02/02/26	Maggie Hickey	Call with A. Sepulveda regarding preservation notice needed to preserve BWC considering recent state court ruling to assess compliance with Consent Decree.	0.80	400.00
02/02/26	Sarah M. Oligmueller	Review and analyze new and outstanding	0.70	276.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Accountability and Transparency productions.		
02/02/26	Stella T. Oyalabu	Analyze training productions for compliance assessments.	0.10	39.50
02/02/26	Stella T. Oyalabu	Attend weekly section meeting for Training and Recruitment, Hiring, and Promotions.	0.60	237.00
02/02/26	Stella T. Oyalabu	Meeting with A. Sepulveda to discuss training section for compliance assessments.	0.20	79.00
02/03/26	Alex J. Becker	Review and analyze document productions related to Crisis Intervention section.	0.40	158.00
02/03/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention and Data sections, document productions, draft IMT comments, and IMT deadlines.	1.00	395.00
02/03/26	Alex J. Becker	Attend IMT Crisis Intervention section meeting related to document productions and comments.	0.60	237.00
02/03/26	Alex J. Becker	Review materials for IMT Crisis Intervention section meeting related to document productions and comments.	0.50	197.50
02/03/26	Alexander S. Birkhold	Participate in weekly use of force section meeting.	0.70	315.00
02/03/26	Alexander S. Birkhold	Analyze and review use of force-related policies and Court Order and prepare feedback.	2.50	1,125.00
02/03/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.70	315.00
02/03/26	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	1.10	495.00
02/03/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	1.40	630.00
02/03/26	Maggie Hickey	Review of OAG, City, and IMT communications related to Consent	0.60	300.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Decree.		
02/03/26	Maggie Hickey	Review productions and draft IMT comments regarding policies and trainings covered by the Consent Decree.	1.40	700.00
02/03/26	Vyasa Babu	Updating Impartial Policing methodologies for submission deadline for IMR-13/Consent Decree.	7.60	2,470.00
02/04/26	Alex J. Becker	Review and analyze document productions related to Crisis Intervention section for Consent Decree Compliance.	2.60	1,027.00
02/04/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention and Data sections and draft IMT comments.	0.40	158.00
02/04/26	Alex J. Becker	Draft, review, and revise IMT comments related to Crisis Intervention section for Consent Decree compliance.	4.40	1,738.00
02/04/26	Alexander S. Birkhold	Analyze and review use of force productions for Consent Decree compliance.	0.20	90.00
02/04/26	Alexander S. Birkhold	Communicate with IMT members and associate monitors regarding use of force section projects for IMR-13/Consent Decree.	0.20	90.00
02/04/26	Alexander S. Birkhold	Draft and revise use of force methodologies for IMR-13/Consent Decree.	2.60	1,170.00
02/04/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.90	405.00
02/04/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.40	630.00
02/04/26	Brianne E. Megahan	Attending meeting with members of the IMT team regarding accountability and transparency section methodologies.	0.70	227.50
02/04/26	Maggie Hickey	Attend weekly Public Safety Strategy meeting at CPD.	1.00	500.00
02/04/26	Maggie Hickey	Meeting with City regarding BWC ruling affecting Consent Decree.	0.50	250.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
02/04/26	Maggie Hickey	Meeting with A. Sepulveda regarding preservation notice regarding BWC and recent State Court ruling regarding compliance with Consent Decree.	0.40	200.00
02/04/26	Maggie Hickey	Review draft preservation notice regarding BWC and recent State Court ruling regarding compliance with Consent Decree.	0.40	200.00
02/04/26	Maggie Hickey	Review Coalition communications regarding Search Warrants and compliance with the Consent Decree.	0.20	100.00
02/04/26	Maggie Hickey	Review and analysis of documents produced by CPD regarding compliance with Consent Decree obligations, including policies, procedures, and training materials and IMT comments.	2.80	1,400.00
02/04/26	Sarah M. Oligmueller	Evaluate the G03-06 policy series to ensure it complies with the Court's Order regarding Public Safety Briefings and Deputy Street Walk Throughs.	1.00	395.00
02/04/26	Sarah M. Oligmueller	Communications with IMT regarding productions, methodologies, and reports.	1.00	395.00
02/04/26	Vyasa Babu	Updating Impartial Policing methodologies for submission deadline for IMR-13/Consent Decree.	7.10	2,307.50
02/05/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, document productions, and IMR-13 report.	0.60	237.00
02/05/26	Alex J. Becker	Reviewed/analyzed CPD document production related to Data section for compliance with IMR-13.	0.10	39.50
02/05/26	Alex J. Becker	Reviewed submitted first drafts of IMR-13 Intro and Appendices related to Data and Crisis Intervention sections.	1.00	395.00
02/05/26	Alex J. Becker	Drafted/revised IMT comments related to Crisis Intervention section.	1.60	632.00
02/05/26	Alex J. Becker	Review of materials prior to IMT meeting related to Crisis Intervention section for compliance with IMR-13.	0.50	197.50
02/05/26	Alex J. Becker	Attended IMT meeting related to Crisis	0.50	197.50

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		Intervention section for compliance with IMR-13.		
02/05/26	Alexander S. Birkhold	Correspond with IMT members and analysts regarding ongoing use of force projects for compliance with IMR-13.	0.50	225.00
02/05/26	Alexander S. Birkhold	Analyze and review court order, Consent decree, and draft preservation notice related to body-worn camera recordings.	3.60	1,620.00
02/05/26	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
02/05/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	1.10	495.00
02/05/26	Anthony-Ray Sepulveda	Preparing for the Chief Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing, including reviewing records and correspondence regarding the agendas agreed to by the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office and set by the Court (which included the Chicago Police Department's workforce allocation study, the Civilian Office of Police Accountability's compliance efforts, and the Chicago Police Department's Field Training Evaluation Program).	0.50	225.00
02/05/26	Brianne E. Megahan	Drafting no objection notice to CPD's S03-13 and G03-06-01.	1.00	325.00
02/05/26	Kaitlin Grace Klamann	Weekly ISR meeting with associate monitor and CNA consultant to discuss ISR topics including paragraph 843 study, traffic stop stipulation, and revision of methodologies.	0.70	315.00
02/05/26	Maggie Hickey	DOL and IMT check-in meeting regarding Consent Decree.	0.50	250.00
02/05/26	Maggie Hickey	IMT leadership meeting regarding Consent Decree.	1.50	750.00
02/05/26	Maggie Hickey	Review and analysis of documents produced by CPD regarding compliance	2.80	1,400.00

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		with Consent Decree obligations, including policies, procedures, and training materials and IMT draft comments.		
02/05/26	Vyasa Babu	Updating Impartial Policing and Community Policing methodologies for submission deadline.	8.10	2,632.50
02/05/26	William J. Williams	Conference with IMT Supervision team and CPD and OAG regarding methodologies and upcoming productions in IMR 14	2.00	750.00
02/06/26	Alex J. Becker	Drafted/revised IMT comments related to Crisis Intervention section.	0.40	158.00
02/06/26	Alex J. Becker	Reviewed/managed IMT schedule and deadlines related to Data and Crisis Intervention sections, methodologies, IMR-13 report, and site visits.	0.10	39.50
02/06/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, IMR-13 report, reformatted methodologies, IMT deadlines, draft IMT comments, and document productions.	1.30	513.50
02/06/26	Alex J. Becker	Drafted/reviewed/revised reformatted methodologies related to Crisis Intervention and Data sections for Consent Decree.	6.50	2,567.50
02/06/26	Alex J. Becker	Review of materials prior to IMT Data section meeting.	0.40	158.00
02/06/26	Alex J. Becker	Attended IMT Data section meeting.	0.50	197.50
02/06/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions for compliance assessments.	0.40	180.00
02/06/26	Alexander S. Birkhold	Analyze and review Consent Decree and identify issues related to audits and compliance reviews related to use of force.	2.80	1,260.00
02/06/26	Alexander S. Birkhold	Draft and revise preservation notice regarding deletion of video recordings.	1.40	630.00
02/06/26	Alexander S. Birkhold	Communicate with IMT members, analysts, and associate monitors regarding productions and IMR-13.	0.20	90.00
02/06/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team and the	0.50	225.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Office of the Illinois Attorney General regarding general updates		
02/06/26	Anthony-Ray Sepulveda	Preparing for the Chief Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing, including reviewing records and correspondence regarding the agendas agreed to by the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office and set by the Court (which included the Chicago Police Department's workforce allocation study, the Civilian Office of Police Accountability's compliance efforts, and the Chicago Police Department's Field Training Evaluation Program).	0.50	225.00
02/06/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.50	225.00
02/06/26	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	0.30	135.00
02/06/26	Brianne E. Megahan	Revising IMT comments on CPD S03-14, Body Worn Cameras and G03-06 Policy Series.	0.50	162.50
02/06/26	Brianne E. Megahan	Revising accountability and transparency section methodologies for compliance assessment.	3.40	1,105.00
02/06/26	Maggie Hickey	IMT/OAG check-in regarding Consent Decree.	0.50	250.00
02/06/26	Maggie Hickey	IMT leadership check-in regarding Consent Decree.	1.50	750.00
02/06/26	Maggie Hickey	Bureau of Patrol Consent Decree update meeting with Chief Hein.	0.50	250.00
02/06/26	Maggie Hickey	Review and analysis of documents produced by CPD regarding compliance with Consent Decree obligations, including policies, procedures, and training materials and IMT draft comments.	2.80	1,400.00

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02/06/26	Maggie Hickey	Attending monthly Data Section Team meeting with CPD/City/OAG.	1.00	500.00
02/06/26	Sarah M. Oligmueller	Revise IMT no objection notice for Accountability and Transparency production.	0.70	276.50
02/06/26	Vyasa Babu	Revising Impartial policing methodologies for compliance assessments for Consent Decree.	6.20	2,015.00
02/07/26	Alex J. Becker	Communications with IMT members regarding Data section, IMT technical assistance, and published CPD directives.	0.10	39.50
02/07/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	1.20	540.00
02/07/26	Anthony-Ray Sepulveda	Preparing for upcoming 668 meeting and settlement conference with members of the City of Chicago, the Chicago Police Department, the Office of the Illinois Attorney General, the Independent Monitoring Team, and Judge Rebecca Pallmeyer	0.30	135.00
02/08/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	2.30	1,035.00
02/08/26	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
02/09/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections.	0.90	355.50
02/09/26	Alex J. Becker	Reviewing/revising reformatted methodologies related to Crisis Intervention section for compliance with Consent Decree.	7.30	2,883.50
02/09/26	Alex J. Becker	Reviewed/managed IMT deadlines related to Crisis Intervention section and updated list of productions and outstanding items.	0.10	39.50
02/09/26	Alexander S. Birkhold	Analyze and review use of force productions and compliance records.	0.80	360.00
02/09/26	Alexander S. Birkhold	Analyze and review comments on IMR-13.	0.20	90.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
02/09/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessments with Consent Decree.	1.10	495.00
02/09/26	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
02/09/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	1.10	495.00
02/09/26	Anthony-Ray Sepulveda	Paragraph 668 meeting with Superintendent of the Chicago Police Department, the Independent Monitoring Team, and the Parties to the Consent Decree (the City of Chicago and the Illinois Attorney General's Office)	0.90	405.00
02/09/26	Anthony-Ray Sepulveda	Preparing for the Chief Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing, including reviewing records and correspondence regarding the agendas agreed to by the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office and set by the Court (which included the Chicago Police Department's workforce allocation study, the Civilian Office of Police Accountability's compliance efforts, and the Chicago Police Department's Field Training Evaluation Program)	0.20	90.00
02/09/26	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
02/09/26	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	0.40	180.00
02/09/26	Maggie Hickey	IMT leadership check-in regarding Consent Decree.	0.50	250.00
02/09/26	Maggie Hickey	Associate Monitor bi-weekly meeting with R. Monroe and T. Bowman regarding	0.50	250.00

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		Consent Decree.		
02/09/26	Maggie Hickey	Weekly IMT/CPD/City check-in regarding Consent Decree.	0.50	250.00
02/09/26	Maggie Hickey	Bi-weekly IMT Community Engagement Team meeting regarding survey required by Consent Decree and compliance assessment observations.	0.50	250.00
02/09/26	Maggie Hickey	Monthly 668 meeting with City, and OAG required by Consent Decree.	2.20	1,100.00
02/09/26	Maggie Hickey	Review and analysis of documents produced by CPD regarding compliance with Consent Decree obligations, including policies, procedures, and training materials and IMT comments.	2.80	1,400.00
02/09/26	Stella T. Oyalabu	Attend internal section meeting for training and recruitment, hiring and promotions.	1.20	474.00
02/09/26	Stella T. Oyalabu	Analyze training productions for compliance assessment with Consent Decree.	0.30	118.50
02/09/26	Vyasa Babu	Bi-weekly IMT/CPD Community Policing update	0.50	162.50
02/09/26	Vyasa Babu	Revising Impartial Policing methodologies with policy and training details	7.80	2,535.00
02/10/26	Alex J. Becker	Reviewed draft revisions to IMR-13 report for Crisis Intervention section.	0.30	118.50
02/10/26	Alex J. Becker	Communications with City and OAG regarding Crisis Intervention section.	0.10	39.50
02/10/26	Alex J. Becker	Reviewed IMT deadlines related to IMT comments, IMR-13 report, and methodologies.	0.10	39.50
02/10/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, IMR-13 report, methodologies, and draft IMT comments.	1.00	395.00
02/10/26	Alex J. Becker	Reviewed/revised reformatted methodologies related to Data section for compliance with Consent Decree.	2.20	869.00
02/10/26	Alexander S. Birkhold	Draft and revise use of methodologies for compliance with Consent Decree.	2.40	1,080.00
02/10/26	Alexander S. Birkhold	Participate in weekly use of force meeting.	0.80	360.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
02/10/26	Anthony-Ray Sepulveda	Settlement Conference with Judge Rebecca Pallmeyer and members of the Independent Monitoring Team, the City of Chicago, and the Office of the Illinois Attorney General	1.00	450.00
02/10/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.30	135.00
02/10/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.40	180.00
02/10/26	Maggie Hickey	Meeting with Supt. Snelling regarding Consent Decree.	0.80	400.00
02/10/26	Maggie Hickey	Review materials in advance of settlement conference with Judge Pallmeyer, City/CPD and OAG regarding Consent Decree compliance.	1.50	750.00
02/10/26	Maggie Hickey	Attend settlement conference with Judge Pallmeyer, City/CPD and OAG regarding Consent Decree compliance.	1.10	550.00
02/10/26	Maggie Hickey	Communications with Judge Pallmeyer regarding Consent Decree compliance.	0.80	400.00
02/10/26	Maggie Hickey	Review materials in advance of Public Hearing with Judge Pallmeyer, City/CPD and OAG regarding Consent Decree compliance.	1.50	750.00
02/10/26	Maggie Hickey	Attend Public Hearing with Judge Pallmeyer, City/CPD and OAG regarding Consent Decree compliance.	1.10	550.00
02/10/26	Maggie Hickey	Review and analysis of documents produced by CPD regarding compliance with Consent Decree obligations, including policies, procedures, and training materials and IMT comments.	2.80	1,400.00
02/10/26	Sarah M. Oligmueller	Communications with IMT regarding an Accountability and Transparency production.	0.20	79.00
02/10/26	Vyasa Babu	Revising Impartial Policing methodologies with policy and training details for compliance assessment with Consent Decree.	6.50	2,112.50

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02/10/26	William J. Williams	Conference with CPD and IMT Supervision section regarding compliance productions for upcoming reporting period.	1.50	562.50
02/11/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section and draft IMT comments.	0.30	118.50
02/11/26	Alex J. Becker	Reviewed/managed IMT deadlines and updated internal productions and outstanding items list related to Crisis Intervention section.	0.10	39.50
02/11/26	Alex J. Becker	Reviewed/analyzed document productions and materials related to Crisis Intervention section.	0.30	118.50
02/11/26	Alex J. Becker	Finalized IMT comments related to Crisis Intervention section to City, CPD, and OAG.	0.10	39.50
02/11/26	Alex J. Becker	Drafted/revised IMT comments related to Crisis Intervention section for compliance assessment with Consent Decree.	0.90	355.50
02/11/26	Alex J. Becker	Review of materials prior to IMT attorneys meeting regarding matter updates.	0.20	79.00
02/11/26	Alex J. Becker	Attended IMT attorneys meeting regarding matter updates for compliance assessment with Consent Decree.	0.40	158.00
02/11/26	Alexander S. Birkhold	Participate in bi-weekly IMT meeting.	0.60	270.00
02/11/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessment with Consent Decree.	3.80	1,710.00
02/11/26	Alexander S. Birkhold	Analyze and review use of force training materials for compliance assessment with Consent Decree.	0.40	180.00
02/11/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.70	315.00
02/11/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	1.50	675.00
02/11/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.20	90.00

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02/11/26	Brianne E. Megahan	Meeting with members of the IMT team regarding methodologies for compliance assessment with Consent Decree.	0.60	195.00
02/11/26	Kaitlin Grace Klamann	Conferred with other AFS lawyers on consent decree issues including revisions to methodologies and other updates.	0.50	225.00
02/11/26	Kaitlin Grace Klamann	Conferred with associate monitor and CNA associate assigned to ISRs regarding IMR-13, methodologies, transition to new associate monitor and other topics.	0.50	225.00
02/11/26	Kaitlin Grace Klamann	Attended monthly IMT/OAG/CPD meeting on ISRs	0.80	360.00
02/11/26	Maggie Hickey	Weekly Public Safety Strategies meeting at CPD and follow up with command staff.	1.50	750.00
02/11/26	Maggie Hickey	Investigatory Stops monthly meeting with CPD/IMT/OAG regarding Consent Decree compliance.	1.00	500.00
02/11/26	Maggie Hickey	Review and analysis of documents produced by CPD regarding compliance with Consent Decree obligations, including policies, procedures, and training materials and IMT comments.	2.80	1,400.00
02/11/26	Sarah M. Oligmueller	Communications with IMT regarding methodologies for compliance assessment with Consent Decree.	0.30	118.50
02/11/26	Stella T. Oyalabu	Attend internal bimonthly attorney meeting.	0.80	316.00
02/11/26	Stella T. Oyalabu	Analyze IMT request for additional documents.	0.40	158.00
02/11/26	Vyasa Babu	Bi-Weekly IMT Associate deliverables update	1.00	325.00
02/11/26	Vyasa Babu	Weekly IMT Community Policing and Impartial Policing update	1.00	325.00
02/11/26	Vyasa Babu	Revising Impartial Policing methodologies with policy and training details for compliance assessment with Consent Decree.	2.00	650.00
02/11/26	William J. Williams	Conference with IMT Supervision section and OAG regarding CPD and city productions	1.80	675.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
02/12/26	Alex J. Becker	Revised IMT site visit questionnaire related to Crisis Intervention section.	1.50	592.50
02/12/26	Alex J. Becker	Reviewed/analyzed drafts of site visit questionnaire prepared by Associate Monitor and Analyst related to Crisis Intervention section.	0.50	197.50
02/12/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, site visit preparation, and methodologies.	0.60	237.00
02/12/26	Alex J. Becker	Reviewed/analyzed document productions, records, materials, and notes related to Crisis Intervention section for purposes of updating training delivery details in reformatted methodologies.	4.80	1,896.00
02/12/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessment with Consent Decree.	4.20	1,890.00
02/12/26	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
02/12/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	1.00	450.00
02/12/26	Brianne E. Megahan	Analyzing CPD's G03-02 policy for compliance with requested changes.	1.00	325.00
02/12/26	Brianne E. Megahan	Submission of IMT comments regarding CPD S03-14, Body Worn Cameras and G03-06 Policy Series	0.80	260.00
02/12/26	Maggie Hickey	DOL and IMT check-in meeting regarding Consent Decree.	1.00	500.00
02/12/26	Maggie Hickey	IMT leadership meeting regarding Consent Decree.	1.50	750.00
02/12/26	Maggie Hickey	Review and analysis of documents produced by CPD regarding compliance with Consent Decree obligations, including policies, procedures, and training materials and IMT draft comments.	2.20	1,100.00
02/12/26	Vyasa Babu	Drafting IMT response letter for ANOV production	1.40	455.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
02/12/26	Vyasa Babu	Revising Impartial Policing methodologies with policy and training details for compliance assessment with Consent Decree.	5.50	1,787.50
02/13/26	Alex J. Becker	Reviewed/managed IMT deadlines and updated internal productions and outstanding items list.	0.10	39.50
02/13/26	Alex J. Becker	Reviewed/analyzed City document production related to Crisis Intervention section.	0.20	79.00
02/13/26	Alex J. Becker	Reviewed/analyzed document productions, records, materials, and notes related to Crisis Intervention and Data sections for purposes of updating reformatted methodologies and preparing for site visits.	0.50	197.50
02/13/26	Alex J. Becker	Methodologies and site visit questionnaire for compliance assessment with Consent Decree.	3.80	1,501.00
02/13/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, reformatted methodologies, IMR-14 deliverables, site visit requests, document productions, and IMT deadlines.	2.10	829.50
02/13/26	Alexander S. Birkhold	Draft and revise comments in response to use of force production.	0.50	225.00
02/13/26	Alexander S. Birkhold	Analyze and review use of force productions for compliance assessment with Consent Decree.	1.10	495.00
02/13/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessment with Consent Decree.	1.80	810.00
02/13/26	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
02/13/26	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
02/13/26	Anthony-Ray Sepulveda	Communications with members of the	0.50	225.00

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		Independent Monitoring Team and the Office of the Illinois Attorney General regarding general updates		
02/13/26	Brianne E. Megahan	Attending meeting with members of the IMT team regarding accountability and transparency methodologies and comments.	0.80	260.00
02/13/26	Maggie Hickey	IMT/OAG check-in meeting regarding Consent Decree.	0.50	250.00
02/13/26	Maggie Hickey	Review and analysis of documents produced by CPD regarding compliance with Consent Decree obligations, including policies, procedures, and training materials and IMT comments.	3.60	1,800.00
02/13/26	Sarah M. Oligmueller	Communications with IMT regarding the Accountability and Transparency section including reports, productions, methodologies, and site visit requests.	1.00	395.00
02/13/26	Stella T. Oyalabu	Analyze and update IMR-13 methodologies for compliance assessment with Consent Decree.	1.10	434.50
02/13/26	Vyasa Babu	Revising Impartial Policing methodologies with policy and training details for compliance assessment with Consent Decree.	5.30	1,722.50
02/13/26	William J. Williams	Conference with IMT Supervision section regarding upcoming site visits.	1.00	375.00
02/14/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.70	315.00
02/16/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections for compliance assessment with Consent Decree.	0.30	118.50
02/16/26	Alex J. Becker	Drafted/reviewed/revised reformatted methodologies related to Crisis Intervention and Data sections for compliance assessment with Consent Decree.	6.10	2,409.50
02/16/26	Alex J. Becker	Reviewed/managed IMT deadlines and updated internal productions and outstanding items list.	0.10	39.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
02/16/26	Alexander S. Birkhold	Draft and revise site vision questionnaire and develop list of paragraphs for discussion.	0.80	360.00
02/16/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions for compliance assessment with Consent Decree.	1.00	450.00
02/16/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessment with Consent Decree.	4.90	2,205.00
02/16/26	Maggie Hickey	Review IMT communications regarding compliance assessments for IMR-13 required by Consent Decree.	2.20	1,100.00
02/17/26	Alex J. Becker	Drafted/reviewed/revised site visit requests related to Data section.	0.50	197.50
02/17/26	Alex J. Becker	Communications with IMT members regarding Data section, site visits, and methodologies.	0.80	316.00
02/17/26	Alex J. Becker	Drafted/reviewed/revised reformatted methodologies related to Data section and reviewed/analyzed relevant document productions, CPD directives, and CPD forms.	6.90	2,725.50
02/17/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessment with Consent Decree.	3.30	1,485.00
02/17/26	Alexander S. Birkhold	Participate in weekly use of force meeting.	0.70	315.00
02/17/26	Alexander S. Birkhold	Communicate with associate monitors, IMT members, and analysts regarding ongoing use of force projects.	0.20	90.00
02/17/26	Alexander S. Birkhold	Analyze and review notes from executive sponsor meeting and Coalition follow-up meeting.	0.30	135.00
02/17/26	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
02/17/26	Maggie Hickey	Review IMT communications and review of draft comments and no objection notice to CPD policies and trainings.	1.20	600.00
02/17/26	Stella T. Oyalabu	Revise IMR-14 methodologies for Recruitment, Hiring and Promotions for	4.90	1,935.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		compliance assessment with Consent Decree.		
02/17/26	Stella T. Oyalabu	Revise IMR-14 methodologies for Training for compliance assessment with Consent Decree.	2.60	1,027.00
02/17/26	Vyasa Babu	Revising impartial policing methodologies for compliance assessment with Consent Decree.	1.90	617.50
02/18/26	Alex J. Becker	Drafting/reviewing/revising reformatted methodologies related to Crisis Intervention section.	4.00	1,580.00
02/18/26	Alex J. Becker	Reviewed communication from counsel for City regarding agenda for meeting with the City and OEMC.	0.10	39.50
02/18/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, meeting agendas, and methodologies.	0.70	276.50
02/18/26	Alex J. Becker	Reviewed/analyzed document productions related to Crisis Intervention section.	0.60	237.00
02/18/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessment with Consent Decree.	4.40	1,980.00
02/18/26	Alexander S. Birkhold	Analyze and review informal productions for compliance assessment with Consent Decree.	0.30	135.00
02/18/26	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
02/18/26	Anthony-Ray Sepulveda	Preparing for the Chief Judge Rebecca Pallmeyer's upcoming public hearing, including reviewing records and correspondence regarding the agendas agreed to by the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office and set by the Court (which included the Chicago Police Department's workforce allocation study, the Civilian Office of Police Accountability's compliance efforts, and the Chicago Police Department's Field	0.20	90.00

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		Training Evaluation Program)		
02/18/26	Brianne E. Megahan	Meeting with members of the IMT team regarding methodologies for compliance assessment with Consent Decree.	0.60	195.00
02/18/26	Brianne E. Megahan	Meeting with members of the IMT team regarding accountability and transparency sections for compliance assessment with Consent Decree.	0.40	130.00
02/18/26	Kaitlin Grace Klamann	Conferred with CNA consultant and associate monitor on ISRs including discussion of IMR-13, updated methodologies and paragraph 843 study.	0.30	135.00
02/18/26	Maggie Hickey	Review City Motion to Stay regarding BWC and its effect on the Consent Decree.	0.50	250.00
02/18/26	Maggie Hickey	Call with C. Lowe regarding ISR section of the Consent Decree.	0.40	200.00
02/18/26	Maggie Hickey	IMT access call with CPD in order to review compliance with the Consent Decree.	1.00	500.00
02/18/26	Maggie Hickey	Mayor's Office of Community Safety Cabinet meeting with D. Rodriguez, R. Monroe, M. Harrity, A. Slagel, D. Clayton, and J. Thompson.	1.00	500.00
02/18/26	Maggie Hickey	Review Impact for Equity traffic ticket study in preparation for Traffic Stop negotiations about whether they should go into Consent Decree.	0.40	200.00
02/18/26	Sarah M. Oligmueller	Evaluate new and outstanding Accountability and Transparency productions for compliance assessment with Consent Decree.	0.50	197.50
02/18/26	Sarah M. Oligmueller	Communications with IMT and OAG regarding the Accountability and Transparency section.	0.30	118.50
02/18/26	Sarah M. Oligmueller	Communications with IMT regarding productions, compliance, reports, and methodologies for the Accountability and Transparency section.	0.40	158.00
02/18/26	Stella T. Oyalabu	Revise IMR-14 methodologies for Recruitment, Hiring and Promotions for	4.00	1,580.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		compliance assessment with Consent Decree.		
02/18/26	Stella T. Oyalabu	Revise IMR-14 methodologies for Training for compliance assessment with Consent Decree.	3.60	1,422.00
02/18/26	Vyasa Babu	Drafting NON for ANOV letter and revising impartial policing methodologies for compliance assessment with Consent Decree.	4.80	1,560.00
02/18/26	William J. Williams	Review and revise methodologies related to Supervision and Officer Wellness sections for compliance assessment with Consent Decree.	3.70	1,387.50
02/19/26	Alex J. Becker	Reviewed/analyzed materials, internal notes, documents, methodologies, IMT comments, and IMR-14 deliverables related to Crisis Intervention for compliance assessment with Consent Decree.	2.10	829.50
02/19/26	Alex J. Becker	Review of materials prior to IMT meeting and meeting with City, OEMC, IMT, and OAG related to Crisis Intervention section.	0.40	158.00
02/19/26	Alex J. Becker	Reviewed/analyzed document productions related to Crisis Intervention section for compliance assessment with Consent Decree.	1.00	395.00
02/19/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention and Data sections, document productions, IMT comments, reformatted methodologies, and IMR-14 deliverables.	1.50	592.50
02/19/26	Alex J. Becker	Reviewed/managed IMT deadlines and updated internal productions and outstanding items list related to Crisis Intervention section.	0.10	39.50
02/19/26	Alex J. Becker	Attended IMT Crisis Intervention section meeting.	1.00	395.00
02/19/26	Alex J. Becker	Reviewing/revising reformatted methodologies related to Crisis Intervention section for compliance assessment with Consent Decree.	2.10	829.50
02/19/26	Alex J. Becker	Attended Teams meeting with City,	1.00	395.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		OEMC, IMT, and OAG related to Crisis Intervention section.		
02/19/26	Alex J. Becker	Reviewed draft IMT comments related to Use of Force section.	0.10	39.50
02/19/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessment with Consent Decree.	6.10	2,745.00
02/19/26	Alexander S. Birkhold	Participate in monthly IMT/OAG: De-Escalation, Response to Resistance and Use of Force meeting.	0.90	405.00
02/19/26	Alexander S. Birkhold	Draft and revise comments on use of force production for compliance assessment with Consent Decree.	0.20	90.00
02/19/26	Anthony-Ray Sepulveda	Communications with members of 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	1.40	630.00
02/19/26	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	0.50	225.00
02/19/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	2.00	900.00
02/19/26	Kaitlin Grace Klamann	Conferred with A. R. Sepulveda regarding traffic stop stipulation meeting with the parties.	0.30	135.00
02/19/26	Kaitlin Grace Klamann	Meeting with parties over zoom regarding latest draft of traffic stop stipulation.	1.30	585.00
02/19/26	Kaitlin Grace Klamann	Conferred with M. Hickey and A. R. Sepulveda regarding draft of traffic stop stipulation following meeting with parties.	0.50	225.00
02/19/26	Maggie Hickey	IMT leadership meeting regarding Consent Decree.	1.30	650.00

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02/19/26	Maggie Hickey	Monthly IMT/OAG/CPD meeting regarding de-escalation, response to resistance and use of force section of the Consent Decree.	1.00	500.00
02/19/26	Maggie Hickey	OEMC 8-hour training CIT discussion.	1.00	500.00
02/19/26	Maggie Hickey	Review materials in advance of IMT traffic stop meeting.	0.50	250.00
02/19/26	Maggie Hickey	City (CCPSA and CPD), OAG and IMT virtual meeting regarding traffic stops.	2.00	1,000.00
02/19/26	Maggie Hickey	IMT follow up discussion regarding how to progress traffic stop negotiations.	0.70	350.00
02/19/26	Maggie Hickey	Communications with Judge Pallmeyer regarding Consent Decree.	0.40	200.00
02/19/26	Sarah M. Oligmueller	Communications with COPA, the IMT, and the OAG regarding the Accountability and Transparency section.	0.70	276.50
02/19/26	Stella T. Oyalabu	Attend internal section meeting for RHP and Training sections of Consent Decree.	0.80	316.00
02/19/26	Stella T. Oyalabu	Draft IMT response to training production.	0.20	79.00
02/19/26	Stella T. Oyalabu	Revise IMR-14 methodologies for Recruitment, Hiring and Promotions for compliance assessments of Consent Decree.	3.10	1,224.50
02/19/26	Vyasa Babu	Drafting ANOV response letter	2.30	747.50
02/19/26	Vyasa Babu	Revising Impartial policing methodologies for compliance assessments of Consent Decree.	2.50	812.50
02/19/26	William J. Williams	Review and revise methodologies related to Supervision and Officer Wellness sections for compliance assessments of Consent Decree.	3.70	1,387.50
02/20/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, reformatted methodologies, site visit requests, IMT deadlines, and IMR-13 draft report.	1.40	553.00
02/20/26	Alex J. Becker	Reviewed/analyzed IMR-14 deliverables for Crisis Intervention and Data sections for compliance assessments of Consent Decree.	0.70	276.50

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02/20/26	Alex J. Becker	Reviewing/revising reformatted methodologies related to Crisis Intervention and Data sections for compliance assessments of Consent Decree.	2.40	948.00
02/20/26	Alex J. Becker	Review of materials in preparation for meetings with City, CPD, IMT, and OAG for compliance assessments of Consent Decree.	0.20	79.00
02/20/26	Alex J. Becker	Attended IMT meeting related to Data section.	1.20	474.00
02/20/26	Alex J. Becker	Reviewed/analyzed Parties' comments on first draft of IMR-13.	0.90	355.50
02/20/26	Alex J. Becker	Reviewed/analyzed site visit requests related to Crisis Intervention and Data sections.	0.70	276.50
02/20/26	Alex J. Becker	Reviewed Associate Monitor notes and began drafting/revising IMT comments related to Crisis Intervention section.	1.80	711.00
02/20/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessments of Consent Decree.	5.70	2,565.00
02/20/26	Alexander S. Birkhold	Analyze and review City and OAG comments on draft IMR-13.	0.20	90.00
02/20/26	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
02/20/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.50	225.00
02/20/26	Anthony-Ray Sepulveda	Preparing for the Chief Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing, including reviewing records and correspondence regarding the agendas agreed to by the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office and set by the Court (which included the Chicago Police Department's workforce allocation study,	1.40	630.00

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		the Civilian Office of Police Accountability's compliance efforts, and the Chicago Police Department's Field Training Evaluation Program).		
02/20/26	Maggie Hickey	Call with A. Sepulveda regarding D. Abrams study for paragraph 843 of Consent Decree.	0.80	400.00
02/20/26	Maggie Hickey	IMT/OAG check-in regarding Consent Decree.	0.50	250.00
02/20/26	Maggie Hickey	IMT leadership check-in regarding Consent Decree.	0.80	400.00
02/20/26	Maggie Hickey	Monthly IMT/OAG meeting regarding Community Policing.	1.00	500.00
02/20/26	Maggie Hickey	Monthly IMT/OAG meeting regarding Training.	1.00	500.00
02/20/26	Maggie Hickey	Teams meeting regarding February 21 Public Hearing.	1.00	500.00
02/20/26	Maggie Hickey	Review IMT community engagement materials for compliance assessments of Consent Decree.	0.40	200.00
02/20/26	Stella T. Oyalabu	Attend monthly IMT/OAG/CPD training meeting.	0.50	197.50
02/20/26	Vyasa Babu	Monthly IMT/OAG and CPD Community Policing update meeting.	1.00	325.00
02/20/26	Vyasa Babu	Monthly IMT/OAG Training update on PWD/ABLE/GBV training production.	1.00	325.00
02/20/26	Vyasa Babu	Revising Impartial Policing methodologies for compliance assessments with Consent Decree	4.20	1,365.00
02/20/26	William J. Williams	Draft comments related to CPD productions for compliance assessments with Consent Decree.	1.50	562.50
02/21/26	Alex J. Becker	Communication with IMT members regarding IMR-13 draft for Crisis Intervention section.	0.10	39.50
02/21/26	Alex J. Becker	Continued drafting/revising IMT comments related to Crisis Intervention section.	1.30	513.50
02/21/26	Anthony-Ray Sepulveda	Judge Rebecca Pallmeyer's February 2026 public hearing regarding the Consent Decree, the Training section of the	2.50	1,125.00

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		Consent Decree, and community feedback		
02/21/26	Anthony-Ray Sepulveda	Preparing for the Chief Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing, including reviewing records and correspondence regarding the agendas agreed to by the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office and set by the Court (which included the Chicago Police Department's workforce allocation study, the Civilian Office of Police Accountability's compliance efforts, and the Chicago Police Department's Field Training Evaluation Program).	1.30	585.00
02/21/26	Maggie Hickey	Review and edit remarks for Court Status Hearing before Judge Pallmeyer.	0.50	250.00
02/21/26	Maggie Hickey	Participate in Court Status Hearing before Judge Pallmeyer to hear the public's comments.	3.20	1,600.00
02/22/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessments with Consent Decree.	0.50	225.00
02/23/26	Alex J. Becker	Reviewed/analyzed Parties' comments on first draft of IMR-13, methodologies, and relevant document productions and materials related to Crisis Intervention section.	5.40	2,133.00
02/23/26	Alex J. Becker	Reviewed communication from CPD and materials related to monthly meeting with City, CPD, IMT, and OAG regarding Crisis Intervention section.	0.10	39.50
02/23/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention and Data sections, Parties' comments on first draft of IMR-13, and draft IMT comments.	1.40	553.00
02/23/26	Alex J. Becker	Reviewed/managed IMT deadlines and updated internal productions and outstanding items list related to Crisis Intervention section.	0.10	39.50
02/23/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessments with Consent Decree.	5.40	2,430.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
02/23/26	Alexander S. Birkhold	Analyze and review use of force trainings and policies for compliance assessments with Consent Decree.	1.10	495.00
02/23/26	Alexander S. Birkhold	Develop plan for upcoming site visits.	0.30	135.00
02/23/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.40	180.00
02/23/26	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Police Department regarding general updates	0.40	180.00
02/23/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team and the City of Chicago regarding compliance efforts by the Office of Emergency Management and Communications	0.50	225.00
02/23/26	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	0.40	180.00
02/23/26	Kaitlin Grace Klamann	Reviewed and revised draft of ISR methodologies for compliance assessments with Consent Decree.	2.80	1,260.00
02/23/26	Kaitlin Grace Klamann	Conferred with Dr. D. Abrams re: 843 study for compliance.	0.80	360.00
02/23/26	Maggie Hickey	Weekly IMT/CPD/City check-in regarding Consent Decree.	0.50	250.00
02/23/26	Maggie Hickey	Review materials for presentation at PSPC community meeting regarding the Consent Decree.	1.20	600.00
02/23/26	Maggie Hickey	Follow up communications regarding Judge Pallmeyer's public hearing for compliance assessments with Consent Decree.	0.30	150.00
02/23/26	Maggie Hickey	Review production materials for review of compliance assessments for Consent Decree.	2.50	1,250.00
02/23/26	Sarah M. Oligmueller	Analyze new and outstanding Accountability and Transparency	0.50	197.50

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		productions.		
02/23/26	Sarah M. Oligmueller	Evaluate the City's and the OAG's comments regarding the Accountability and Transparency section of Independent Monitoring Report 13.	0.50	197.50
02/23/26	Stella T. Oyalabu	Attend internal section meeting for Recruitment, Hiring and Promotions and Training.	1.10	434.50
02/23/26	Stella T. Oyalabu	Revise methodologies for Recruitment, Hiring and Promotions for compliance assessments with Consent Decree.	1.50	592.50
02/23/26	Vyasa Babu	Revising draft IMT NON for CPD Misdemeanor Arrest & ANOV analysis	1.80	585.00
02/23/26	Vyasa Babu	Revising Impartial Policing methodologies and updating community policing methodologies for compliance assessments with Consent Decree.	5.80	1,885.00
02/23/26	William J. Williams	Review and Revise methodologies with IMT Supervision team for compliance assessments with Consent Decree.	3.70	1,387.50
02/24/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section, methodologies, IMR-13 report, and draft IMT comments.	1.80	711.00
02/24/26	Alex J. Becker	Attended IMT Crisis Intervention section meetings regarding Parties' comments on first draft of IMR-13 report and methodologies.	2.50	987.50
02/24/26	Alex J. Becker	Reviewed/analyzed materials and internal notes related to Crisis Intervention section for compliance assessments with Consent Decree.	1.80	711.00
02/24/26	Alex J. Becker	Drafted/reviewed/revised IMT comments and methodologies related to Crisis Intervention section for compliance assessments with Consent Decree.	3.60	1,422.00
02/24/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessments with Consent Decree.	4.70	2,115.00
02/24/26	Alexander S. Birkhold	Participate in weekly use of force meeting.	0.70	315.00
02/24/26	Anthony-Ray Sepulveda	Communications with members of the	0.30	135.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Independent Monitoring Team regarding requests for, productions of, and responses to records from the City of Chicago for the Crisis Intervention section		
02/24/26	Brianne E. Megahan	Drafting and revising IMT comments regarding COPA policies on Intake, Quality Assurance, and Transparency Initiatives.	1.80	585.00
02/24/26	Maggie Hickey	IMT access meeting with A. Slagel and CPD team regarding Consent Decree.	0.80	400.00
02/24/26	Maggie Hickey	Review CPD and OAG questions regarding draft IMR-13 and review documents and compliance assessments for IMR-13 and Consent Decree.	2.60	1,300.00
02/24/26	Stella T. Oyalabu	Attend internal section meeting to discuss and revise Recruitment, Hiring and Promotions methodologies.	1.60	632.00
02/24/26	Stella T. Oyalabu	Attend monthly IMT/OAG/CoC Recruitment, Hiring and Promotions meeting.	1.00	395.00
02/24/26	Stella T. Oyalabu	Attend internal section meeting to discuss and revise Training methodologies for compliance assessments with Consent Decree.	1.70	671.50
02/24/26	Vyasa Babu	Finalizing impartial policing methodologies for submission for compliance assessments with Consent Decree.	3.20	1,040.00
02/24/26	Vyasa Babu	Drafting IMT response letter for 2026 Impartial & Community Policing training suite	1.40	455.00
02/24/26	William J. Williams	Conference with IMT Supervision and Officer Wellness team regarding IMR 13 drafts	2.00	750.00
02/24/26	William J. Williams	Review and revise methodologies related to Supervision section of the consent decree	0.50	187.50
02/25/26	Alex J. Becker	Reviewed/revised reformatted methodologies related to Crisis Intervention section for compliance assessments with Consent Decree.	1.20	474.00
02/25/26	Alex J. Becker	Reviewed/analyzed Parties' comments,	2.00	790.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		reformatted methodologies, and draft IMR-13 report related to Crisis Intervention section.		
02/25/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section, IMR-13 draft, and methodologies.	2.90	1,145.50
02/25/26	Alex J. Becker	Attended bi-monthly IMT attorneys meeting/check-in.	0.20	79.00
02/25/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessments with Consent Decree.	4.30	1,935.00
02/25/26	Alexander S. Birkhold	Participate in Bi-Monthly IMT Meeting.	0.20	90.00
02/25/26	Alexander S. Birkhold	Participate in City and Coalition: Follow-Up Meeting with IMT leadership team.	1.80	810.00
02/25/26	Alexander S. Birkhold	Analyze use of force policies and productions for methodology development for compliance assessments with Consent Decree.	1.50	675.00
02/25/26	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
02/25/26	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	0.20	90.00
02/25/26	Brianne E. Megahan	Meeting with members of the IMT team regarding methodologies and strategy going forward for compliance assessments with Consent Decree.	0.50	162.50
02/25/26	Brianne E. Megahan	Revising and submission of IMT comments regarding COPA's Transparency Initiatives - Release of Video and Related Materials, Quality Assurance, and Intake.	1.20	390.00
02/25/26	Kaitlin Grace Klamann	Conferred with associate monitor and CNA consultant on ISRs about IMR 13 and paragraph 843 study.	0.30	135.00
02/25/26	Kaitlin Grace Klamann	Conferred with other AFS attorneys about common issues relating to consent decree	0.40	180.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		including IMR 13.		
02/25/26	Maggie Hickey	Weekly Public Safety Strategies meeting and follow up with CPD command staff.	1.20	600.00
02/25/26	Maggie Hickey	City and Coalition follow-up meeting regarding Consent Decree.	1.00	500.00
02/25/26	Maggie Hickey	Communications with Judge Pallmeyer regarding Consent Decree.	0.20	100.00
02/25/26	Maggie Hickey	Review of City response to Coalition's letter regarding potential motion to enforce regarding rise in use of force by CPD.	0.80	400.00
02/25/26	Maggie Hickey	Review materials on the rise of Use of Force in preparation for Coalition and CPD Meeting.	0.60	300.00
02/25/26	Sarah M. Oligmueller	Communications with IMT regarding reports, productions, and methodologies for compliance assessments with Consent Decree.	0.20	79.00
02/25/26	Sarah M. Oligmueller	Revise IMT no objection notices regarding COPA productions for the Accountability and Transparency section.	0.70	276.50
02/25/26	Stella T. Oyalabu	Attend internal section meeting to discuss Training methodologies for compliance assessments with Consent Decree.	4.10	1,619.50
02/25/26	Stella T. Oyalabu	Attend internal bi-monthly attorney meeting.	0.20	79.00
02/25/26	Stella T. Oyalabu	Revise methodologies for Training for compliance assessments with Consent Decree.	0.70	276.50
02/25/26	Stella T. Oyalabu	Attend City of Chicago and IMT biweekly meeting regarding Recruitment, Hiring and Promotions.	0.50	197.50
02/25/26	Vyasa Babu	Bi-weekly IMT associate update for compliance assessments with Consent Decree.	0.50	162.50
02/25/26	Vyasa Babu	Weekly IMT Impartial Policing and Community Policing update for compliance assessments with Consent Decree.	0.50	162.50
02/25/26	Vyasa Babu	Monthly IMT/OAG/CPD Community Policing meeting.	1.00	325.00
02/25/26	Vyasa Babu	Revising Community Policing	3.40	1,105.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		methodologies for compliance assessments with Consent Decree.		
02/25/26	William J. Williams	Finalize revisions to methodologies related to Supervision section of the Consent Decree	3.60	1,350.00
02/26/26	Alex J. Becker	Communications with City and CPD regarding meeting agendas related to Data and Crisis Intervention sections.	0.10	39.50
02/26/26	Alex J. Becker	Reviewed/analyzed materials related to Crisis Intervention and Data sections.	1.50	592.50
02/26/26	Alex J. Becker	Drafted/revised IMT comments and IMR-13 report related to Crisis Intervention section.	2.80	1,106.00
02/26/26	Alex J. Becker	Attended IMT meeting related to Crisis Intervention section for compliance assessments with Consent Decree.	0.90	355.50
02/26/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, IMR-13 report, methodologies, document productions, and draft IMT comments.	1.30	513.50
02/26/26	Alex J. Becker	Attended monthly meeting with City, CPD, IMT, and OAG related to Crisis Intervention section.	0.50	197.50
02/26/26	Alex J. Becker	Review materials prior to meetings with City, CPD, IMT, and OAG related to Crisis Intervention and Data sections.	0.20	79.00
02/26/26	Alex J. Becker	Reviewed/analyzed City document production related to Crisis Intervention section for compliance assessments with Consent Decree.	0.20	79.00
02/26/26	Alex J. Becker	Attended monthly meeting with City, CPD, IMT, and OAG related to Data section.	0.50	197.50
02/26/26	Alex J. Becker	Reviewed/managed IMT deadlines and updated list of productions and outstanding items related to Crisis Intervention section.	0.10	39.50
02/26/26	Alexander S. Birkhold	Analyze OAG and City comments on IMR-13 and draft and revise use of force section.	0.60	270.00
02/26/26	Alexander S. Birkhold	Analyze and review use of force policies	0.70	315.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		and training materials for compliance assessments with Consent Decree.		
02/26/26	Maggie Hickey	DOL and IMT check-in regarding Consent Decree.	0.50	250.00
02/26/26	Maggie Hickey	Attend meeting and speak on panel with CPD Executive Director A. Clark-Henson at Partnership for Safe and Peaceful Communities.	3.30	1,650.00
02/26/26	Maggie Hickey	Monthly IMT/OAG/CPD meeting regarding Crisis Intervention section of the Consent Decree.	1.00	500.00
02/26/26	Maggie Hickey	Monthly IMT/OAG/CPD meeting regarding Data Collection, Analysis and Management section of the Consent Decree.	0.90	450.00
02/26/26	Maggie Hickey	Review of communications from IMT regarding comments and No Objection notice to CPD productions for compliance with the Consent Decree.	1.30	650.00
02/26/26	Stella T. Oyalabu	Attend internal section meeting to discuss Training methodologies.	1.00	395.00
02/26/26	Stella T. Oyalabu	Revise methodologies for Training for compliance assessments with Consent Decree.	3.00	1,185.00
02/26/26	Vyasa Babu	Revising Community Policing methodologies for compliance assessments with Consent Decree.	4.70	1,527.50
02/26/26	William J. Williams	Conference with IMT, OAG and City and CPD regarding consent decree productions for compliance assessments with Consent Decree.	1.70	637.50
02/27/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section, IMR-13 draft, methodologies, and IMT deadlines.	1.50	592.50
02/27/26	Alex J. Becker	Reviewed/revised draft IMT comments and draft IMR-13 report related to Crisis Intervention section.	2.60	1,027.00
02/27/26	Alex J. Becker	Reviewed/analyzed materials related to Crisis Intervention section for compliance assessments with Consent Decree.	0.60	237.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
02/27/26	Alexander S. Birkhold	Draft and revise IMR-13 section on use of force for compliance assessments with Consent Decree.	3.40	1,530.00
02/27/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.50	225.00
02/27/26	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
02/27/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.70	315.00
02/27/26	Brianne E. Megahan	Meeting with members of the IMT team regarding accountability and transparency section methodologies and IMR-13.	0.60	195.00
02/27/26	Maggie Hickey	IMT/OAG check-in regarding Consent Decree.	0.50	250.00
02/27/26	Maggie Hickey	IMT leadership meeting regarding Consent Decree.	1.00	500.00
02/27/26	Maggie Hickey	Monthly Chicago IMT Associate Monitor meeting regarding Consent Decree.	1.50	750.00
02/27/26	Maggie Hickey	Review City/CPD and OAG communications regarding Consent Decree.	0.50	250.00
02/27/26	Sarah M. Oligmueller	Communications with the CPD, the OAG, and the IMT regarding the Accountability and Transparency section.	0.30	118.50
02/27/26	Sarah M. Oligmueller	Communications with the IMT regarding productions, methodologies, and reports for the Accountability and Transparency section.	0.50	197.50
02/27/26	Vyasa Babu	Revising Community Policing methodologies for compliance assessments with Consent Decree.	2.20	715.00
02/27/26	Vyasa Babu	Revising IMT comment letters for ANOV and ABLE for review	2.40	780.00
02/27/26	William J. Williams	Draft IMT comments related to CPD response to IMR 13	3.00	1,125.00

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<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
02/28/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.10	45.00
Fee Total			567.00	\$232,948.00

Timekeeper Summary:

		<u>Hours</u>	<u>Rate</u>	<u>Value</u>
Alexander S. Birkhold	Partner	89.80	450.00	40,410.00
Anthony-Ray Sepulveda	Partner	44.20	450.00	19,890.00
Maggie Hickey	Partner	95.20	500.00	47,600.00
Kaitlin Grace Klamann	Of Counsel	9.20	450.00	4,140.00
Alex J. Becker	Associate	130.10	395.00	51,389.50
Brianne E. Megahan	Associate	13.90	325.00	4,517.50
Sarah M. Oligmueller	Associate	9.50	395.00	3,752.50
Stella T. Oyalabu	Associate	40.80	395.00	16,116.00
Vyasa Babu	Associate	104.60	325.00	33,995.00
William J. Williams	Associate	29.70	375.00	11,137.50
Timekeeper Summary Total		567.00		232,948.00

Current Fees \$232,948.00

For Disbursements:

Professional Service Fees

03/01/26	Denise Rodriguez - CPD - Professional Service Fees February 2026 fees (30 hours)	4,950.00
03/02/26	Julie Solomon - Professional Service Fees February 2026 fees (33.25 hours)	5,486.25
03/02/26	Cori Lowe Consulting, LLC - Professional Service Fees February 2026 fees (1 hour)	165.00
03/04/26	Paul F. Evans Jr. - Professional Service Fees February 2026 fees (40 hours)	6,600.00
03/05/26	Michael Anthony Dirden - Professional Service Fees February 2026 fees (35 hours)	5,250.00
03/05/26	Alfred Durham - Professional Service Fees February 2026 fees (34 hours)	5,610.00
03/06/26	Theron L. Bowman - Professional Service Fees February 2026 fees (76.75 hours)	19,187.50
03/09/26	DAVID ABRAMS - Professional Service Fees February 2026 fees (1.25 hours)	812.50

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03/10/26	The CNA Corporation - Professional Service Fees February 2026 fees	119,031.22
	Professional Service Fees	167,092.47

eDiscovery Support Services

02/28/26	ArentFox Schiff LLP eDiscovery services	2,094.00
	eDiscovery Support Services	2,094.00

Disbursement Total		169,186.47
	Current Disbursements	\$169,186.47
	Total Amount Due This Invoice	\$402,134.47
	Prior Balance Due	\$480,460.15
	Total Balance Due Upon Receipt	<u>\$882,594.62</u>

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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
01/13/26	2506072	445,629.89	445,139.39	490.50
02/27/26	2520524	456,093.31	0.00	456,093.31
		1,827,891.34	1,347,431.19	480,460.15

Aging:

0-30	31-90	91-180	181-365	366+
0.00	456,583.81	23,876.34	0.00	0.00



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Invoice Number 2529584
Invoice Date 03/30/26
Client Number 451895
Matter Number 00000
Reference Number 17-CV-6260

-- REMITTANCE COPY --

TOTAL AMOUNT DUE THIS INVOICE \$402,134.47

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 2529584

Taxpayer Identification Number: [REDACTED] Due Upon Receipt

INVOICE

Check here if you are not billing for any travel

INVOICE TOTAL DUE: **\$4,950.00**

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: 2026.03.02 08:45:09 -06'00'

Signature

Date

Reset Form

Save Form

From: [Julie Solomon](#)
 To: [Nilles, Jennifer](#)
 Subject: Feb Invoice
 Date: Monday, March 2, 2026 9:00:27 AM

This Message Is From an External Sender

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

[Report Suspicious](#)

Thanks Jennifer!

				\$ -	
CPD	February 2026 Monthly Overview		Invoice Submitted:	Payment Received:	
			Yes	No	
Hourly Rate: \$	165.00	Total Hours:	33.25	Total Tax: \$	1,920.19
Tax Rate:	35%	Total Invoiced: \$	5,486.25	Total Net: \$	3,566.06
Date	Description	Hours		Total	
2-Feb	Monthly meeting with the OAG+ review of 8 hour OEMC training + comments + internal/external email	2.5	\$	412.50	
2/3/26	Internal team meeting re: OEMC 8 hour training response + internal email	0.75	\$	123.75	
2/4/26	Review draft of formal comments on OEMC training + revisions + internal email	1	\$	165.00	
2/5/26	Internal weekly CI meeting +finalize comments on 8 hour training + internal email	1.5	\$	247.50	
2/9/26	CCMHE Meeting observation + internal email	2	\$	330.00	
2/10/26	Review OEMC 2 hour refresher production (50 + productions) + comments + review IMR 13 leadership questions and revise IMR 13 + internal/external email	4	\$	660.00	
2/11/26	688 meeting notes + site visit prep + internal email	1	\$	165.00	
2/12/26	Site visit cross check on methodologies/compliance	1	\$	165.00	
2/18/26	Review seven OEMC policies (production 435417, 423,430,425,438,442,444,450,452) + cross check IMT comments + IMR 14 methodologies + internal/external email.	3	\$	495.00	
2/19/26	Meeting with the City/IMT/OAG re: OEMC IMR 13 and 8 hour CIT Refresher + prep + internal IMT CIT weekly meeting + internal/external email and internal collaboration for upcoming meeting with the parties + draft formal comments on OEMC policies	3.75	\$	618.75	
2/20/26	Internal/external email	0.25	\$	41.25	
	Review IMR 13 OAG comments, City Comments + LC walkthrough of methodologies related to City comments + Review first three iterations of writing IMR 13 to cross check check ¶¶'s we anticipated moving with those that moved and those CPD believes should be moving + develop plan to discuss with CIT internal team meeting for response to the City + draft notes for discussion with the parties for methodology clarification + internal email.		\$	-	
2/23/26	Internal CI team meeting re: IMR 13 City comments and updated methodologies + review leadership draft of site visit with comments + cross check IMR 13 paragraph methodologies for recc on additional ¶¶'s moving compliance + internal email	3.5	\$	577.50	
2/24/26	Phone call with AB re: IMR 13 paragraph compliance + internal email + IMR 14 planning	4.5	\$	742.50	
2/25/26	Internal CI team meeting + monthly meeting with the OAG/CPD + review OEMC comments	1.5	\$	247.50	
2/26/26	Monthly all AM meeting	2	\$	330.00	
2/27/26		1	\$	165.00	
			\$	-	
			\$	-	

Julie Solomon, LCSW, MBA

Associate Monitor

Independent Monitoring Team

Chicago Police Department



Julie.Solomon@cpdmonitoringteam.com

INVOICE

Vendor Name: Cori Lowe Consulting, LLC
Remit to Address: [REDACTED]
City: [REDACTED] State [REDACTED] Zip: [REDACTED]
Contact Name: Cori Lowe
Phone: [REDACTED] Email: [REDACTED]

Invoice Date	Invoice Number
3/2/2026	1001
Billing Period From:	Billing Period To:
2/1/2026	02/28/2026

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	
2/27/2026	2/27/2026	Monthly Chicago IMT Associate Monitor Meeting	1	Add	Del
				Add	Del
				Add	Del
Total Hours			1	Rate	\$165.00
TOTAL LABOR:					\$165.00

Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$165.00

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.)

Cori M. Lowe

Digitally signed by Cori M. Lowe
Date: 2026.03.02 15:58:46 -07'00'

Mar 2, 2026

Signature

Date

Reset Form

Save Form

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

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

Invoice Date	Invoice Number
March 4, 2026	
Billing Period From:	Billing Period To:
2/1/2026	2/28/2026

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
2/2/2026	2/2/2026	Exchange e-mails, prepare agenda for weekly CPD meeting tomorrow, Call with Deputy Director Monroe and Associate Bowman and Henson and Kapustainyk	1 hour
2/3/2026	2/3/2026	Meeting with CPD Lts Berlage and DeFilice, weekly UOF meeting, Ms Melendez, Kunard, Bryson and Mr Birkhead	1 hour 75
2/4/2026	2/4/2026	Respond to issues raised on BWC deactivation for IMR13	.75
2/6/2026	2/6/2026	Review methodology and compare methodology to IMR13 paragraphs that are potentially moving.	1 hour .25
2/7/2026	2/7/2026	Review Ms Kunard's paper on FRB, review notes on IMR13	1 hour
2/8/2026	2/8/2026	Reading, reviewing, IMR13 and methodology and e-mails	.75
2/9/2026	2/9/2026	Associate Monitor meeting with the Monitor, Deputy Monitor	1 hour .25
2/10/2026	2/10/2026	Reviewing and addressing issues for IMR13, discussion with CPD officials, Allan Slagel on force issues, preparation and meeting with Mr Birkhead and Ms Melendez on force issues	2hours .25
2/11/2026	2/11/2026	Review Coalition letter for meeting, review and submit assessment of D24-06 District Level Review of Firearm Pointing and Foot Pursuits	1 hour .25
2/12/2026	2/12/2026	Prepare technical advice on us of force issue, prepare for meeting with OAG, read Executive Summary of CPD	2 hours

		Workforce Analysis Project	
2/13/2026	2/13/2026	Preparation and meeting with Lt Brlage and number of officials on technical use of force issues	2 hours
2/14/2026	2/14/2026	Review paragraphs and make determination of what information and knowledge is necessary to attain as fill out site visit questionnaire	2 hours. 50
2/15/2026	2/25/2026	Review latest productions, review PP240&243 for methodology discussion with CPD, email OAG on Thursday topic discussion	1 hour .50
2/17/2026	2/17/2026	Focus on taser and OC Spray use directives, weekly discussion with CPD Lts Berlage and DeFilice, weekly UOF meeting with Deputy Monroe, Mr Birkhead, Ms Bryson and Melendez	2 hours .25
2/18/2026	2/18/2026	Review PP262 and firearm pointing issues, review and take notes on CPD provided slides for tomorrow's monthly	1hour .50
2/19/2026	2/19/2026	UOF monthly meeting with CPD, OAG and IMT	1 hour .50
2/20/2026	2/20/2026	Emails, review feedback on IMR13 from parties	.50
2/21/2026	2/21/2026	Review OAG critique of IMR13, read OIG paper on Public Safety outlook	1 hour .25
2/23/2026	2/23/2026	Prepare and actual weekly meeting with CPD Lts Berlage and DeFilice, review and make revisions to methodology, Prepare and UOF meeting with Ms Melendez and Mr Birkhead	2 hours.75
2/24/2026	2/24/2026	Review and respond to questions questions/issues regarding methodology	1 hour .75
2/25/2026	2/25/2026	Provide feedback and revisions on methodology for IMR13, virtually attend meeting between CPD and Coalition on , reinforcement letter, attempt to access various CPD dashboards, read CPD paper on opposition go Coalition enforcement letter	3 Hours .75
2/26/2026	2/26/2026	Review revision to IMR13 by Ms Melendez, read CPD response to Coalition's request for enforcemnt	2 hours .25
2/27/2026	2/27/2026	Virtually attend monthly Associate Monitor meeting, review materials and review paragraphs for sustainment and draft a response	1 hour.50
2/28/2026	2/28/2026	Draft comments to critiques	1 hour.75

		from City and OAG on IMR13	
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.
Total:			40 hours
			Rate: \$165.00

Check here if you are not billing for any travel:

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

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

Privately Owned Vehicle Mileage Reimbursement				
Date of Expense	Description (including starting location and ending location)	Miles	Rate	Total:
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.
Subtotal Mileage (rounded):		Click or tap here to enter text.	Click or tap here to enter text.	Click or tap here to enter text.
Total Travel:				Click or tap here to enter text.

INVOICE TOTAL DUE: \$6,600.00

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

3/6/2026

Signature

Date

INVOICE

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

Invoice Date	Invoice Number
3/5/2026	02.26-01
Billing Period From:	Billing Period To:
2/1/2026	02/28/2026

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	
2/2/2026	2/2/2026	Review CPD Methodologies & 517, 529 Productions	2	Add	Del
2/4/2026	2/4/2026	A&T weekly meeting	1	Add	Del
2/5/2026	2/5/2026	Review CPD Sustainment Plan, Informal 426, 433, 435	2	Add	Del
2/9/2026	2/9/2026	Associate Monitor B-weekly meeting	0.5	Add	Del
2/9/2026	2/9/2026	Review CPD TA request re IMR 13. Para 528, 529, 530,	1.5	Add	Del
2/9/2026	2/9/2026	BIA bi-weekly meeting	0.5	Add	Del
2/10/2026	2/10/2026	Review & draft IMR 14 Methodologies for selected paragraphs	2	Add	Del
2/11/2026	2/11/2026	Review of COPA OIS files production part 1	2.5	Add	Del
2/11/2026	2/11/2026	Police Board meeting & Prep	0.5	Add	Del
2/12/2026	2/12/2026	Review COPA Investigative file maintenance production	3	Add	Del
2/13/2026	2/13/2026	Review and research COPA IMR 13 Compliance	2	Add	Del
2/13/2026	2/13/2026	A&T Weekly	1	Add	Del
2/15/2026	2/15/2026	Review COPA OIS production part 2	3	Add	Del
2/16/2026	2/16/2026	COPA Status Report production	1	Add	Del
2/18/2026	2/18/2026	OAG Monthly meeting	0.5	Add	Del
2/18/2026	2/18/2026	A&T weekly meeting	1	Add	Del
2/11/2026	2/18/2026	Research CPD request for compliance methodology for IMR 14 planned deliverables	1.5	Add	Del
2/19/2026	2/19/2026	COPA monthly meeting and compliance request re IMR 13 productions not advanced	1.5	Add	Del
2/20/2026	2/20/2026	Review CPD Proposal on SOP's, COPA policy Review, COPA file maintenance Review production- CPD Proposal on SOP's COPA policy review COPA investigative files	4	Add	Del
2/23/2026	2/23/2026	BIA biweekly meeting and followup TA	1	Add	Del
2/23/2026	2/23/2026	Review & assess Party IMR 13 comments	1	Add	Del
2/27/2026	2/27/2026	Assoc Monitor Monthly	0.5	Add	Del
2/27/2026	2/27/2026	CPD IMT OAG Monthly	0.5	Add	Del
2/27/2026	2/27/2026	A&T weekly meeting	1	Add	Del
Total Hours			35	Rate	\$150.00
TOTAL LABOR:				\$5,250.00	

Check here if you are not billing for any travel

Reset Form

Save Form

INVOICE

INVOICE TOTAL DUE: \$5,250.00

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.)

Michael A. Dirden Digitally signed by Michael A. Dirden
Date: 2026.03.05 12:49:33 -06'00'

Signature

Date

Reset Form

Save Form

INVOICE

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

Invoice Date	Invoice Number
3/5/2026	2026-002
Billing Period From:	Billing Period To:
2/1/2026	2/28/2026

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	
2/2/2026	2/2/2026	Reviewed and Edited IMR-13 New Level Compliance Spreadsheet	0.5	Add	Del
2/2/2026	2/2/2026	Reviewed District 004 Community Briefing Documents	0.5	Add	Del
2/5/2026	2/5/2026	Weekly Supervision Meeting with Analyst Monique Jenkins	0.5	Add	Del
2/5/2026	2/5/2026	Chicago IMT Internal Meeting- Supervision	0.5	Add	Del
2/5/2026	2/5/2026	Supervision Bi-Weekly Call with CPD	1	Add	Del
2/6/2026	2/6/2026	Reviewed Published CPD Directives - January 2026	0.25	Add	Del
2/6/2026	2/6/2026	Reviewed IMT Productions for February 5, 2026	0.25	Add	Del
2/6/2026	2/6/2026	Reviewed IMT Tracker Updates for February 6, 2026	0.25	Add	Del
2/9/2026	2/9/2026	Reviewed CPDs Production on 2025 Social Media and Prohibition on Criminal and Biased Organizations Program eLearning 95 Percent Compliance Report	0.5	Add	Del
2/9/2026	2/9/2026	Reviewed Published CPD Directives - January 2026	0.25	Add	Del
2/9/2026	2/9/2026	Associate Monitor Bi-Weekly Meeting with Chief Rodney Monroe and Dr. Theron Bowman	0.5	Add	Del
2/9/2026	2/9/2026	Reviewed Emails from Officer Rachel Lawrence, Anthony-Ray Sepulveda, Heleana Melendez, Edward Stanford, Lt. Seung Cho, Cynthia Linzy, Bridgette Clements, Laura Kunard, and Monique Jenkins	0.25	Add	Del
2/9/2026	2/9/2026	IMT Bi-Weekly Check-in with Executive Sponsor	0.25	Add	Del
2/9/2026	2/9/2026	IMT Weekly Internal Meeting- Training/RHP	1	Add	Del
2/9/2026	2/9/2026	Call with Chief Rodney Monroe Regarding Methodologies	0.25	Add	Del
2/10/2025	2/10/2025	Tableau Administrative View with CPD	1	Add	Del
2/10/2026	2/10/2026	Reviewed Emails from Monique Jenkins, Maggie Hickey, Jai Williams, Officer Rachel, and Heleana Melendez	0.25	Add	Del
2/10/2026	2/10/2026	Reviewed 2/9/2026 IMT 688 Monthly Meeting Notes	0.5	Add	Del
2/10/2026	2/10/2026	Prepared IMR-14 Site Visit Request Draft	1	Add	Del
2/11/2026	2/11/2026	IMT/OAG Supervision Check-In	1	Add	Del
2/11/2026	2/11/2026	Prepared Documentation for Bureau of Patrol One-on-One Check-In	1	Add	Del
2/11/2026	2/11/2026	IMT/Bureau of Patrol One-on-One Supervision Check-In	0.5	Add	Del
2/11/2026	2/11/2026	Supervision IMR-14 Site Visit Sync	1	Add	Del
2/12/2026	2/12/2026	Reviewed Workforce Allocation Study Executive Summary	1.25	Add	Del
2/12/2026	2/12/2026	Call with Chief Rodney Monroe Regarding IMR-14 and Workforce Allocation Study Executive Summary	0.5	Add	Del
2/13/2026	2/13/2026	Supervision IMR-14 Site Visit Sync	1	Add	Del
2/13/2026	2/13/2026	Reviewed IMT Productions for February 13, 2026	0.5	Add	Del
2/13/2026	2/13/2026	Reviewed IMT Tracker Updates for January 13, 2026	0.25	Add	Del
2/13/2026	2/13/2026	Reviewed Emails from Edward Stanford, Brianne Megahan, Monique Jenkins, Bridgette Celements, and Sgt. Cornelius Greenwood,	0.25	Add	Del
2/13/2026	2/13/2026	Reviewed IMT No Objective Notice- CPD S03-14, Body Worn Cameras and G03-06 Policy Series	0.25	Add	Del
2/17/2026	2/17/2026	Reviewed Emails from Monique Jenkins, Bridgette Celements, Cynthia Linzy, Heleana Melendez and Officer Rachel Lawrence	0.25	Add	Del
2/18/2026	2/18/2026	Weekly Supervision Meeting with Analyst Monique Jenkins	0.75	Add	Del
2/18/2026	2/18/2026	Supervision Bi-Weekly Call with CPD	1	Add	Del
2/18/2026	2/18/2026	Review of IMR-14 Deliverables Against Supervision Methodologies	1	Add	Del
2/19/2026	2/19/2026	Chicago IMT Internal Meeting- Supervision	0.75	Add	Del
2/20/2026	2/20/2026	Reviewed Emails from Cynthia Linzy, Bridgette Clements, Rodney Monroe, Heleana Melendez, Monique Jenkins, Anthony-Ray Sepulveda, Laura Kunard, Jai Williams, and Edward Stanford	0.25	Add	Del
2/20/2026	2/20/2026	Reviewed IMT Productions for February 19, 2026	0.5	Add	Del
2/20/2026	2/20/2026	Reviewed IMT Tracker Updates for February 20, 2026	0.25	Add	Del
2/20/2026	2/20/2026	Reviewed Comments from the Parties on IMT IMR-13 Draft	1.25	Add	Del
2/20/2026	2/20/2026	Call with Monique Jenkins Regarding Comments from the Parties on IMT IMR-13 Draft	0.25	Add	Del
2/20/2026	2/20/2026	Reviewed IMR-14 Site Visit Request Update	0.5	Add	Del

Reset Form

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TLBSI- 2026110



Issue date: 03/06/2026

Due date: 04/05/2026

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	02/02/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	0.50	USD250.00	USD125.00
Service	02/02/2026 - Chicago PD CD - Meeting - WeeklyIMT/OAG Check in	0.50	USD250.00	USD125.00
Service	02/02/2026 - Chicago PD CD - Review and respond to messages - IMT/City Check-in Notes 2/2/2026, Youth Engagement Strategies, Data Section Update, Use of Force Outstanding Items: 2/2/2026, Productions and Reminders, No Objection Letter – OEMC 2025 Annual Policy Review, BIA monthly call notes, Hotel/Plane Tickets for Site Visits	1.00	USD250.00	USD250.00
Service	02/03/2026 - Chicago PD CD - Review and respond to messages - Hotel/Plane Tickets for Site Visits, UOF Executive Sponsor Call Notes: 2/3/2026, February 10th TCAC meeting canceled	0.50	USD250.00	USD125.00
Service	02/04/2026 - Chicago PD CD - Review and respond to messages - Community Policing Virtual Site Visit: Youth, OAG Comments-Disability Training Bulletins	0.50	USD250.00	USD125.00
Service	02/05/2026 - Chicago PD CD - Document review - Research/develop cross-section training nexus table	4.00	USD250.00	USD1,000.00
Service	02/05/2026 - Chicago PD CD - Meeting - IMT Leadership Meeting	1.50	USD250.00	USD375.00
Service	02/05/2026 - Chicago PD CD - Review and respond to messages - IMT Technical Assistance for CPD's FRB, IMT Productions: February 5, 2026, SHOTS FIRED BY POLICE (ON DUTY -NO HITS)-004, 2026.01.30 DRAFT Independent Monitoring Report	2.00	USD250.00	USD500.00

13, Hotel/Plane Tickets for Site Visits, Informal
 Production: 2026 Impartial & Community Policing
 (ABLE/CPR, , DRAFT Settlement Conference
 Agenda: For Review, Consent Decree - 668
 Meetings - 2025

Service	02/06/2026 - Chicago PD CD - Meeting - TSG Meets with AM Bowman	0.75	USD250.00	USD187.50
Service	02/06/2026 - Chicago PD CD - Meeting - WeeklyIMT/OAG Check in	0.50	USD250.00	USD125.00
Service	02/06/2026 - Chicago PD CD - Review and respond to messages - Associate Monitor - Johnny Jennings, DRAFT IMT No Objection Notice CPD S03-14, Body Worn Cameras and G03-06 Policy Series, IMR14 Site Visit Requests, 2026.01.30 DRAFT Independent Monitoring Report 13, IMT/OAG Check-in Notes 2/6/2026, 9 February 2026 - Weekly Recruit Schedule, IMT Tracker Updates: February 6, 2026, IMT Internal Deadlines: February 6-15, Crossover Meetings Proposal, DRAFT IMT Comments - OEMC 8 Hour Crisis Intervention Training, Consent Decree - 668 Meetings - 2025	1.50	USD250.00	USD375.00
Service	02/09/2026 - Chicago PD CD - Meeting - 668 Meeting and debrief	1.25	USD250.00	USD312.50
Service	02/09/2026 - Chicago PD CD - Meeting - IMT Leadership Check In and AM meeting	1.25	USD250.00	USD312.50
Service	02/09/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	1.50	USD250.00	USD375.00
Service	02/09/2026 - Chicago PD CD - Meeting - Pre-service assessment discussion	0.25	USD250.00	USD62.50
Service	02/09/2026 - Chicago PD CD - Meeting - Weekly Check-in with Allyson, follow up call with Rodney	0.75	USD250.00	USD187.50
Service	02/09/2026 - Chicago PD CD - Review and respond to messages - Hotel/Plane Tickets for Site Visits, Published CPD Directives - January 2026, 2026.01.30 DRAFT Independent Monitoring Report 13, Data Section Update, Community Policing Virtual Site Visit: Youth, IMT/City Check-in Notes 2/9/2026, Use of Force Outstanding Items: 2/9/2026, Productions and Reminders, Pre-service assessment, Consent Decree February Settlement Conference - State of Illinois v. City of Chicago; USDC-ND-IL, Case No. 1:17-cv-06260, Questions for Judge Pallmeyer	2.00	USD250.00	USD500.00
Service	02/10/2026 - Chicago PD CD - Meeting - Consent	1.00	USD250.00	USD250.00

Decree Monthly Settlement Conference - State of Illinois v. City of Chicago; USDC-ND-IL, Case No. 1:17-cv-06260

Service	02/10/2026 - Chicago PD CD - Review and respond to messages - UOF Executive Sponsor Call Notes: 2/3/2026, Contractor Form, IMT 668 Monthly Meeting Notes: 2/9/2026	0.50	USD250.00	USD125.00
Service	02/11/2026 - Chicago PD CD - Meeting - Investigatory Stops: IMT/OAG Monthly Meeting	0.75	USD250.00	USD187.50
Service	02/11/2026 - Chicago PD CD - Meeting - OWS - Sustainment Plans Discussion (404 and 406)	1.00	USD250.00	USD250.00
Service	02/11/2026 - Chicago PD CD - Meeting - Weekly ISR IMT Internal Meeting	0.50	USD250.00	USD125.00
Service	02/11/2026 - Chicago PD CD - Review and respond to messages - Contractor Form, OWS - Sustainment Plans Discussion (404 and 406), IMT Access, When is the next public Consent Decree status meeting, IMT Comments - OEMC 8-Hour Crisis Intervention Training, OEMC 8-hr CIT Discussion	1.25	USD250.00	USD312.50
Service	02/12/2026 - Chicago PD CD - Meeting - IMT Leadership Meeting	0.50	USD250.00	USD125.00
Service	02/12/2026 - Chicago PD CD - Review and respond to messages - When is the next public Consent Decree status meeting, DRAFT IMT No Objection Notice CPD S03-14, Body Worn Cameras and G03-06 Policy Series, IMR-14 Site Visit Request Forms, FTES Executive Sponsor Meeting Agenda,	1.25	USD250.00	USD312.50
Service	02/13/2026 - Chicago PD CD - Document review - Review CD areas to complete site visit planning document	1.00	USD250.00	USD250.00
Service	02/13/2026 - Chicago PD CD - Meeting - CPD Consent Decree IMT/OAG Monthly Check In	0.50	USD250.00	USD125.00
Service	02/13/2026 - Chicago PD CD - Meeting - IMT/OAG Check-In	0.50	USD250.00	USD125.00
Service	02/13/2026 - Chicago PD CD - Meeting - TSG Meets with AM Bowman	0.50	USD250.00	USD125.00
Service	02/13/2026 - Chicago PD CD - Review and respond to messages - City of Chicago + IMT Meeting on RHP items, IMT/OAG Check-in Notes 2/13/2026, 16 February 2026 - Weekly Recruit Schedule, IMR-14 Site Visit Request Forms, Hotel/Plane Tickets for Site Visits, IMT/OAG/City Bi-weekly Docs Call Notes 2/13/2026, Monthly IMT/OAG: Community Policing	2.00	USD250.00	USD500.00

Meeting Materials --Confidential Materials: Subject to Attorney-Client, Work Product and/or Deliberative Privilege, Comment Letter - Certified CIT Officer Implementation Plan, IMT Productions: February 13, 2026, IMT Tracker Updates: February 13, 2026, IMT Internal Deadlines: February 13-22, Settlement Conference Notes 2/10/2026, Accountability Call Notes

Service	02/16/2026 - Chicago PD CD - Review and respond to messages - Data Section Update, Hotel/Plane Tickets for Site Visits, Data Section Update, Use of Force Outstanding Items: 2/16/2026	0.75	USD250.00	USD187.50
Service	02/17/2026 - Chicago PD CD - Meeting - Call with Rodney ref Training meeting later this week	0.25	USD250.00	USD62.50
Service	02/17/2026 - Chicago PD CD - Review and respond to messages - IMR14 Site Visit Requests, Productions and Reminders, IMT Access, Use of Force Call Notes, 2026.01.30 DRAFT Independent Monitoring Report 13, Hotel/Plane Tickets for Site Visits, Draft Methodologies, 2026.01.30 DRAFT Independent Monitoring Report 13	1.50	USD250.00	USD375.00
Service	02/18/2026 - Chicago PD CD - Meeting - OWS Methodologies Discussion and follow up call with Rodney	1.25	USD250.00	USD312.50
Service	02/18/2026 - Chicago PD CD - Meeting - Weekly ISR IMT Internal Meeting	0.25	USD250.00	USD62.50
Service	02/18/2026 - Chicago PD CD - Review and respond to messages - IMT Outstanding Items for A&T as of 2/18/2026, Response to IMR 13 Draft, OEMC 8-hr CIT Discussion, Register By Feb 20th for Public Hearing on CPD Reforms, Draft No Objection Notice - CPD, CPD D24-06 Firearm Pointing Incident District-Level Review - Pilot Program, Updated Slide Deck - IMT/OAG Monthly Meeting (February 20) -- Confidential Materials: Subject to Attorney-Client, Work Product and/or Deliberative Privilege, PWD Docs for Informal Production, Webinar host invited you to be panelist for 17 cv 6260 - Consent Decree Status Hearing, Informal Production: 2026 Interaction with Persons with Disabilities Training, RESCHEDULED: A&T Weekly Team Meeting	1.50	USD250.00	USD375.00
Service	02/19/2026 - Chicago PD CD - Document review - Create and revise Training intro comments for Saturday's hearing	0.75	USD250.00	USD187.50
Service	02/19/2026 - Chicago PD CD - Document review - Review 2026 Interaction with Persons with	3.00	USD250.00	USD750.00

Disabilities/ ABLE/GBV/CPR Training productions

Service	02/19/2026 - Chicago PD CD - Meeting - IMT Internal Meeting: Supervision	1.00	USD250.00	USD250.00
Service	02/19/2026 - Chicago PD CD - Meeting - IMT Leadership Meeting	1.00	USD250.00	USD250.00
Service	02/19/2026 - Chicago PD CD - Review and respond to messages - IMT Leadership Meeting, Informal Production: 2026 Interaction with Persons with Disabilities Training, Response to IMR 13 Draft, IMT Productions: January 15, 2026, Suicide Prevention Outline and Slides, IMT Productions: February 19, 2026, Language for Maggie Intro/Report on CPD Training, DRAFT remarks for Court Hearing on Saturday, Language for Maggie Intro/Report on CPD Training, Monthly IMT/OAG: Training, Productions and Reminders, Language for Maggie Intro/Report on CPD Training, City Response to 1st DRAFT of Independent Monitoring Report 13, OAG's Preliminary Comments on Draft IMR13, CPD/IMT/OAG Monthly UOF Call Notes: 2/19/2026, IMT No Objection Notice - CPD, D24-06, Firearm Pointing Incident District-Level Review - Pilot Program	2.00	USD250.00	USD500.00
Service	02/20/2026 - Chicago PD CD - Meeting - IMT Internal Meetings: Data	1.00	USD250.00	USD250.00
Service	02/20/2026 - Chicago PD CD - Meeting - IMT Leadership follow-up call	0.50	USD250.00	USD125.00
Service	02/20/2026 - Chicago PD CD - Meeting - Monthly IMT/OAG: Community Policing	1.00	USD250.00	USD250.00
Service	02/20/2026 - Chicago PD CD - Meeting - Prepare for and participate in Monthly IMT/OAG: Training	1.00	USD250.00	USD250.00
Service	02/20/2026 - Chicago PD CD - Meeting - TSG Meets with AM Bowman	0.50	USD250.00	USD125.00
Service	02/20/2026 - Chicago PD CD - Review and respond to messages - TRAFFIC PURSUIT (FATAL) - 017, DRAFT remarks for Court Hearing on Saturday, IMT/OAG Check-in Notes 2/20/2026, IMT Leadership Check-In, IMR14 Site Visit Requests, IMT Tracker Updates: February 20, 2026, IMT Internal Deadlines: February 20-March 1, Draft Methodologies, Weekly Recruit Schedule - 23 February 2026, Comments from the Parties on our draft IMR-13, 2026.02.21 - 17 cv 6260 - Consent Decree Public Hearing Agenda	1.50	USD250.00	USD375.00
Service	02/21/2026 - Chicago PD CD - Meeting - Prepare for	1.00	USD250.00	USD250.00

and participate in Status Conference Hearing

Service	02/21/2026 - Chicago PD CD - Review and respond to messages - DRAFT remarks for Court Hearing on Saturday, Webinar host invited you to be panelist for 17 cv 6260 - Consent Decree Status Hearing, Panelist Link, Traffic stop article	0.75	USD250.00	USD187.50
Service	02/23/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	1.25	USD250.00	USD312.50
Service	02/23/2026 - Chicago PD CD - Review and respond to messages - Draft Methodologies, IMT/City Check-in Notes 2/9/2026, IMT Outstanding Items for A&T as of 2/23/2026, Community Training Observation Day- Saturday, April 11, 2026, Use of Force Outstanding Items: 2/23/2026, CPD/IMT Biweekly BIA Call Notes: 2/23/2026, IMR14 Site Visit Requests, Agenda and Presentation for Thursday's Crisis Intervention IMT/OAG Meeting, 25FEB Monthly IMT/OAG: Impartial Policing - Presentation & Agenda, DRAFT IMT No Objection Notice - CPD Misdemeanor Arrest & ANOV Analysis Methodology & ANOV Data Implementation Plan, Comments from the Parties on our draft IMR-13	1.25	USD250.00	USD312.50
Service	02/24/2026 - Chicago PD CD - Meeting - Methodology Discussion: Training	1.75	USD250.00	USD437.50
Service	02/24/2026 - Chicago PD CD - Meeting - Methodology discussion: RHP	2.00	USD250.00	USD500.00
Service	02/24/2026 - Chicago PD CD - Meeting - Monthly RHP Meeting with CoC, IMT, and OAG	1.00	USD250.00	USD250.00
Service	02/24/2026 - Chicago PD CD - Review and respond to messages - Data Section Update, UOF Executive Sponsor Call Notes: 2/24/2026, Community Policing Virtual Site Visit: Youth, DRAFT IMT No Objection Notice - CPD 2026 Impartial & Community Policing (ABLE, GBV, PWD), 2026 Site Visits - 14th Reporting Period	1.00	USD250.00	USD250.00
Service	02/25/2026 - Chicago PD CD - Document review - Training Methodology Review , first section of Training chapter	1.00	USD250.00	USD250.00
Service	02/25/2026 - Chicago PD CD - Document review - Training Methodology Review , in-service training section of Training chapter	1.00	USD250.00	USD250.00
Service	02/25/2026 - Chicago PD CD - Meeting - City of Chicago (RHP) + IMT Biweekly Executive Sponsor Meeting	0.50	USD250.00	USD125.00

Service	02/25/2026 - Chicago PD CD - Meeting - OWS - Weekly Meeting	0.50	USD250.00	USD125.00
Service	02/25/2026 - Chicago PD CD - Meeting - Training Methodology Review , first section of Training chapter, con't	2.25	USD250.00	USD562.50
Service	02/25/2026 - Chicago PD CD - Meeting - Weekly ISR IMT Internal Meeting	0.50	USD250.00	USD125.00
Service	02/25/2026 - Chicago PD CD - Review and respond to messages - DRAFT IMT No Objection Notice - COPA Quality Assurance, DRAFT IMT No Objection Notice - COPA Intake Policy, 2026 Site Visits - 14th Reporting Period, Draft Methodologies, IMT Productions: February 19, 2026, Supervision IMT/OAG Monthly Call, New Associate Monitor, Crisis Intervention section review of IMR-13 compliance based on City's comments, IMT No Objection Notices - COPA Intake, Quality Assurance, and Transparency Initiatives - Release of Video and Related Material, Recruitment and Hiring Committee Meeting & Monthly Recruitment, Hiring, and Promotions Meeting with CoC, IMT, and OAG, IMT Methodologies - Internal Review Timeline, Draft Methodologies, Supervision Revised Methodologies (2.25.26)	2.00	USD250.00	USD500.00
Service	02/26/2026 - Chicago PD CD - Document review - Training Methodology Review , ¶289-297	1.00	USD250.00	USD250.00
Service	02/26/2026 - Chicago PD CD - Meeting - Monthly IMT/OAG: CIT	0.50	USD250.00	USD125.00
Service	02/26/2026 - Chicago PD CD - Meeting - Monthly IMT/OAG: Data Collection, Analysis and Management	0.75	USD250.00	USD187.50
Service	02/26/2026 - Chicago PD CD - Meeting - Supervision IMT/OAG Monthly Call	0.75	USD250.00	USD187.50
Service	02/26/2026 - Chicago PD CD - Review and respond to messages - Crisis Intervention section review of IMR-13 compliance based on City's comments, Draft Methodologies, Monthly IMT/OAG: CIT -follow up discussion, IMT/OAG Monthly CIT Call Notes: 2/26/2026, IMT Productions: February 26, 2026, Crisis Intervention section review of IMR-13 compliance based on City's comments, 2 March 2026 - Weekly Recruit Schedule	1.50	USD250.00	USD375.00
Service	02/27/2026 - Chicago PD CD - Meeting - IMT Leadership Meeting	0.25	USD250.00	USD62.50

Service	02/27/2026 - Chicago PD CD - Meeting - IMT/OAG Check-In	0.50	USD250.00	USD125.00
Service	02/27/2026 - Chicago PD CD - Meeting - Monthly Chicago IMT Associate Monitor Meeting	1.00	USD250.00	USD250.00
Service	02/27/2026 - Chicago PD CD - Meeting - TSG Meets with AM Bowman	0.50	USD250.00	USD125.00
Service	02/27/2026 - Chicago PD CD - Review and respond to messages - Monthly IMT/OAG: CIT -follow up discussion, IMT/OAG Check-in Notes 2/27/2026, IMT Leadership Meeting, AM meeting agenda items, IMT Tracker Updates: February 27, 2026, IMT Internal Deadlines: February 27 - March 8, IMR14 Site Visit Requests, Community Policing Virtual Site Visit: Youth, Draft Methodologies, Supervision Revised Methodologies (2.25.26), IMT Methodologies - Internal Review Timeline, RESCHEDULED: A&T Weekly Team Meeting, OAG No Objection and Feedback Re: 2026 ICP (ABLE & CPR, GBV, PWD)	1.75	USD250.00	USD437.50
Service	02/28/2026 - Chicago PD CD - Review and respond to messages - 2026.02.28 IMT No Objection Notice - Impartial & Community Policing (ABLE, GBV, PWD)	0.25	USD250.00	USD62.50

SUBTOTAL USD19,187.50

TOTAL USD19,187.50

David S. Abrams
Professor of Law, Business Economics, and Public Policy
University of Pennsylvania Law School and the Wharton School

	<u>Date</u>	<u>Hours</u>	<u>Earnings</u>	<u>Comment</u>
David Abrams				
	2/12/2026	0.25	\$ 162.50	Reply to Katie call
	2/23/2026	1.00	\$ 650.00	Meet with Katie to discuss latest progress. Examine new codebooks.
	Hourly Rate	\$650.00		
	Total	1.25	\$ 812.50	
Grand Total	February 2026		\$ 812.50	



Billing Number: 1499.0007.0002
 Invoice Number: INV-388725

Invoice Date: 03/10/2026

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: 25.21%
 Cumulative Amount Billed: \$264,654.14

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:
 VAT/Tax ID Number:

Billing Period From: 02/01/2026
 To: 02/28/2026

	Hours	Rate	Current Amount
CNA Monitoring Team Support Clements, Bridgette M	104.50	146.2200	\$15,279.99
CNA Monitoring Team Support Elliott, Vivian Y	0.50	348.1800	174.09
CNA Monitoring Team Support Felix, Tammy L	51.50	244.6200	12,597.93
CNA Monitoring Team Support Jenkins, Monique	19.50	180.4700	3,519.17
CNA Monitoring Team Support Melendez, Heleana E	123.50	146.2200	18,058.17
CNA Monitoring Team Support Schmitt, Valerie K	55.50	174.3700	9,677.54
CNA Project Director Kunard, Laura L	57.00	281.9300	16,070.01
CNA SME Clancey, Lindsey A	37.50	180.4700	6,767.63
Monitoring Team Support Bennett, John S	26.00	96.7100	2,514.46
V Deputy Monitor R Monroe Public Safety Co	76.25	397.6400	30,320.05
V Laura McElroy McElroy Media Group	6.50	196.5900	1,277.84
V Subcontractor NSTE UIC - Anna Panova	4.50	95.5400	429.93
UIC - Joseph K. Hoereth	5.50	155.0400	852.72
UIC - Norma Ramos	10.50	113.7200	1,194.06
UIC - Richard Rothschild	0.00	61.0500	0.00
UIC - Sam Theno	3.00	41.2200	123.66
Professional Service	581.75		\$118,857.25
Software			\$173.97
Other Direct Costs			\$173.97
Invoice Total			<u>\$119,031.22</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

03/10/2026
 Date



Billing Number: 1499.0007.0002 Project Number: 1499.0007.F538
Invoice Number: INV-388725 Project Name: CPD Monitor Year 8 Invoice Date: 03/10/2026

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	104.50	146.2200	\$15,279.99
MONTSP4 CNA Monitoring Team Support			104.50		\$15,279.99
MONTSP	CNA Monitoring Team Support	Elliott, Vivian Y	0.50	348.1800	\$174.09
MONTSP CNA Monitoring Team Support			0.50		\$174.09
MONTS1	CNA Monitoring Team Support	Felix, Tammy L	51.50	244.6200	\$12,597.93
MONTSP1 CNA Monitoring Team Support			51.50		\$12,597.93
MONTS4	CNA Monitoring Team Support	Jenkins, Monique	19.50	180.4700	\$3,519.17
MONTSP4 CNA Monitoring Team Support			19.50		\$3,519.17
MONTS3	CNA Monitoring Team Support	Melendez, Heleana E	123.50	146.2200	\$18,058.17
MONTSP3 CNA Monitoring Team Support			123.50		\$18,058.17
MONTS5	CNA Monitoring Team Support	Schmitt, Valerie K	55.50	174.3700	\$9,677.54
MONTSP5 CNA Monitoring Team Support			55.50		\$9,677.54
PJDIR	CNA Project Director	Kunard, Laura L	57.00	281.9300	\$16,070.01
PJDIR CNA Project Director			57.00		\$16,070.01
SME	CNA SME	Clancey, Lindsey A	37.50	180.4700	\$6,767.63
SME CNA SME			37.50		\$6,767.63
MONTS6	Monitoring Team Support	Bennett, John S	26.00	96.7100	\$2,514.46
MONTSP6 Monitoring Team Support			26.00		\$2,514.46
DEPMON	V Deputy Monitor	R Monroe Public Safety Co	76.25	397.6400	\$30,320.05
DEPMON V Deputy Monitor			76.25		\$30,320.05
COMMEN	V Laura McElroy	McElroy Media Group	6.50	196.5900	\$1,277.84



Billing Number: 1499.0007.0002 Project Number: 1499.0007.F538
Invoice Number: INV-388725 Project Name: CPD Monitor Year 8 Invoice Date: 03/10/2026

Group Description: Professional Service

Labor					
Cat	Desc	Empl/Vendor	Hours	Rate	Current Amount
COMMEN V	Laura McElroy		6.50		\$1,277.84
SUBN V		UIC - Anna Panova	4.50	95.5400	\$429.93
	Subcontractor NSTE				
SUBN V		UIC - Joseph K. Hoereth	5.50	155.0400	\$852.72
	Subcontractor NSTE				
SUBN V		UIC - Norma Ramos	10.50	113.7200	\$1,194.06
	Subcontractor NSTE				
SUBN V		UIC - Richard Rothschild	0.00	61.0500	\$0.00
	Subcontractor NSTE				
SUBN V		UIC - Sam Theno	3.00	41.2200	\$123.66
	Subcontractor NSTE				
SUBN V	Subcontractor NSTE		23.50		\$2,600.37
Professional Service			581.75		\$118,857.25



Billing Number: 1499.0007.0002 Project Number: 1499.0007.F538
Invoice Number: INV-388725 Project Name: CPD Monitor Year 8 Invoice Date: 03/10/2026

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	2026/5			\$173.97
Total: Software						<u>\$173.97</u>
Other Direct Costs						<u>\$173.97</u>

Row Labels	Sum of Hours
John Bennett	26
Valerie Schmitt	55.5
Tammy Felix	51.5
Monique Jenkins	19.5
Lindsey Clancey	37.5
Heleana Melendez	123.5
Joe Hoereth	5.5
Norma Ramos	10.5
Sam Theno	3
Anna Panova	4.5
Laura McElroy	6.5
Rodney Monroe	76.25
Laura Kunard	57
Vivian Elliott	0.5
Bridgette Clements	104.5
Grand Total	581.75

Name	Month/ Year	Date	Description of Labor	Hours
Tammy Felix	February 2026	02/02/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Continued work to refine HTML dashboard for Community Policing and Impartial Policing paragraph narratives, productions, methodologies, and compliance level tracking.	4.00

Tammy Felix	February 2026	02/03/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Continued work to refine HTML dashboard for Community Policing and Impartial Policing paragraph narratives, productions, methodologies, and compliance level tracking.	3.00
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Tammy Felix	February 2026	02/04/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Continued work to refine HTML dashboard for Community Policing and Impartial Policing paragraph narratives, productions, methodologies, and compliance level tracking.	2.00
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Tammy Felix	February 2026	02/05/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Continued work to refine HTML dashboard for Community Policing and Impartial Policing paragraph narratives, productions, methodologies, and compliance level tracking.	3.00
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Tammy Felix	February 2026	02/06/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Continued work to refine HTML dashboard for Community Policing and Impartial Policing paragraph narratives, productions, methodologies, and compliance level tracking.	3.00
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Tammy Felix	February 2026	02/09/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers. Continued work to refine HTML dashboard for Community Policing and Impartial Policing paragraph narratives, productions, methodologies, and compliance level tracking. Participated in and documented the bi-weekly Executive Sponsor Meeting for community policing.	4.00
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Tammy Felix	February 2026	02/10/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.	2.00
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Tammy Felix	February 2026	02/11/26	Worked with AM for Community Policing and Impartial Policing on IMR 13 document review requirements and IMR report drafting. Met with the CP/IP team to discuss paragraph compliance for IMR 13 and methodologies for IMR 14. Updated compliance trackers.	3.00
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Tammy Felix	February 2026	02/12/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers. Participated in internal analyst check-in.	3.00
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Tammy Felix	February 2026	02/13/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 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	February 2026	02/17/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 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	February 2026	02/18/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.	2.00
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Tammy Felix	February 2026	02/19/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.	2.50
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Tammy Felix	February 2026	02/20/26	<p>Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.</p> <p>Participated in and documented the monthly Community Policing status call with the parties. Also attended the Training section's monthly meeting to document discussion around training plans for paragraphs tied to CP/IP.</p>	3.00
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Tammy Felix	February 2026	02/23/26	<p>Participated in and documented the bi-weekly Executive Sponsor Meeting for community policing. Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Updated CP/IP compliance tracker dashboard.</p>	2.00
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Tammy Felix	February 2026	02/24/26	<p>Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.</p>	2.00
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Tammy Felix	February 2026	02/25/26	Participated in and documented the monthly Impartial Policing status call with the parties. Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.	4.00
Tammy Felix	February 2026	02/26/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.	1.00
Tammy Felix	February 2026	02/27/26	Worked with AM for Community Policing and Impartial Policing on IMR 14 document review requirements. Worked on methodologies and draft sustainment plans for community policing and impartial policing paragraphs moving toward operational compliance. Updated compliance trackers.	2.00
Vivian Elliott	February 2026	02/03/26	IMT Leadership Discussion	0.50
John Bennett	February 2026	02/02/26	IMT Analyst Access Meeting	1.00
John Bennett	February 2026	02/02/26	Updated data section tracker	1.00
John Bennett	February 2026	02/03/26	Reviewed data section methodologies	1.00
John Bennett	February 2026	02/04/26	Reviewed data section methodologies	1.00
John Bennett	February 2026	02/05/26	Reviewed data section productions	1.00

John Bennett	February 2026	02/06/26	Data section discussion on IMR14	1.00
John Bennett	February 2026	02/06/26	Site visit prep	1.00
John Bennett	February 2026	02/09/26	Updated data section tracker	1.00
John Bennett	February 2026	02/09/26	Reviewed data section methodologies	1.00
John Bennett	February 2026	02/10/26	Reviewed data section methodologies	1.50
John Bennett	February 2026	02/11/26	Reviewed data section productions	1.00
John Bennett	February 2026	02/11/26	Analyst check-in meeting	1.50
John Bennett	February 2026	02/12/26	Reviewed and revised data section methodologies	2.50
John Bennett	February 2026	02/13/26	Methodologies discussion with attorney	1.50
John Bennett	February 2026	02/13/26	Reviewed and revised data section methodologies	2.00
John Bennett	February 2026	02/16/26	Reviewed and revised data section methodologies	2.50
John Bennett	February 2026	02/17/26	Site visit prep for data section	1.50
John Bennett	February 2026	02/23/26	Site visit prep - reviewed meeting scheduled	1.00
John Bennett	February 2026	02/24/26	Reviewed data methodology comments and revisions	1.00
John Bennett	February 2026	02/26/26	Monthly IMT/CPD/OAG discussion on IMR14	1.00
Rodney Monroe	February 2026	02/02/26	Weekly meeting w/ CPD/City	0.25
Rodney Monroe	February 2026	02/02/26	Weekly meeting w/ Allyson and staff	0.50
Rodney Monroe	February 2026	02/02/26	Access to CPD data systems	0.75
Rodney Monroe	February 2026	02/02/26	Reviewed A&T deliverables updates w/notes	0.75
Rodney Monroe	February 2026	02/03/26	Reviewed UOF Executive Sponsor meeting notes	0.25
Rodney Monroe	February 2026	02/03/26	Review of A&T Executive Sponsor meeting notes	0.25
Rodney Monroe	February 2026	02/03/25	Reviewed and notes made for discussion of Mayor's EO concerning CPD	0.75
Rodney Monroe	February 2026	02/03/26	Reviewed IMT Access request for AMs and Analyst	1.00
Rodney Monroe	February 2026	02/04/26	Reviewed OEMC 8hr CIT Training	2.00
Rodney Monroe	February 2026	02/05/26	Weekly meeting w/ Allan/JJ/Maggie	0.50
Rodney Monroe	February 2026	02/05/26	IMT Leadership meeting	1.50
Rodney Monroe	February 2026	02/05/26	Reviewed OAG comments on Disability Training Bulletins	0.25
Rodney Monroe	February 2026	02/05/26	Follow up meeting w/ Adam to discuss access to systems issues	0.75

Rodney Monroe	February 2026	02/06/26	Reviewed methodologies associated w/ IMR14 deliverables for the CP section	1.50
Rodney Monroe	February 2026	02/06/26	Reviewed and noted GO3-08, GO3-8-1, GO3-08-02 policies	2.00
Rodney Monroe	February 2026	02/06/26	Reviewed BIA call notes from 1/30	0.25
Rodney Monroe	February 2026	02/06/26	Reviewed and noted A&T IMR14 deliverables by paragraph	1.75
Rodney Monroe	February 2026	02/06/26	Reviewed notes from IMT/OAG 2/6 meeting	0.25
Rodney Monroe	February 2026	02/06/26	Reviewed CPD 2/5 COMSTAT presentation	0.75
Rodney Monroe	February 2026	02/07/26	Reviewed and noted updates on IMT tracker report	0.75
Rodney Monroe	February 2026	02/07/26	Reviewed SO3-14 BWC and GO3-06 FDOIS Policies	2.00
Rodney Monroe	February 2026	02/08/26	Reviewed IMT Comments – OEMC 8 Hour Crisis Intervention Training	0.50
Rodney Monroe	February 2026	02/08/26	Reviewed CP deliverables for IMR14 to be discussed on 2/9	1.00
Rodney Monroe	February 2026	02/09/26	Weekly IMT/ City check in	0.50
Rodney Monroe	February 2026	02/09/26	Weekly check-in w/ Allyson and staff	0.50
Rodney Monroe	February 2026	02/09/26	CP monthly meeting	0.75
Rodney Monroe	February 2026	02/09/26	Reviewed MOCS Cabinet meeting notes/agendas	0.50
Rodney Monroe	February 2026	02/09/26	Reviewed and noted discussion points to CPD OWS Sustainment Plan for par 406	0.50
Rodney Monroe	February 2026	02/09/26	Reviewed D24-06 Firearm Pointing Incident Pilot program policy	1.25
Rodney Monroe	February 2026	02/09/26	Reviewed FRB reports for discussion	1.25
Rodney Monroe	February 2026	02/09/26	Reviewed CPD proposal for SOPs and Unit Directives	0.75
Rodney Monroe	February 2026	02/09/26	Weekly check in Training	1.00
Rodney Monroe	February 2026	02/09/26	CET monthly meeting	0.50
Rodney Monroe	February 2026	02/09/26	668 meeting and IMT follow up	1.50
Rodney Monroe	February 2026	02/10/26	Bi-weekly meeting with Superintendent Snelling	0.50
Rodney Monroe	February 2026	02/10/26	Monthly Settlement Conference	1.50
Rodney Monroe	February 2026	02/10/26	TISMP presentation, Matt Spears	1.00

Rodney Monroe	February 2026	02/10/26	Discussion w/ Allyson concerning IMT comments on FRB meetings	0.50
Rodney Monroe	February 2026	02/10/26	Reviewed Judge's Judgement on FOP vs City	1.25
Rodney Monroe	February 2026	02/10/26	Reviewed CPD Sustainment Plan for paragraph 406	0.75
Rodney Monroe	February 2026	02/11/26	OWS discussion on sustainment plans	1.00
Rodney Monroe	February 2026	02/11/26	Call w/ Adam Pondexter to discuss systems access	0.50
Rodney Monroe	February 2026	02/11/26	ISR weekly internal meeting	0.50
Rodney Monroe	February 2026	02/11/26	Reviewed notes from CP Executive Sponsor meeting	0.25
Rodney Monroe	February 2026	02/11/26	ISR monthly meeting w/ CPD/OAG/IMT	0.75
Rodney Monroe	February 2026	02/12/26	Weekly check-in w/ Allan, JJ, Maggie	0.50
Rodney Monroe	February 2026	02/12/26	IMT leadership meeting	0.50
Rodney Monroe	February 2026	02/12/26	Reviewed CPD Workforce Allocation Executive Summary w/ notes	2.00
Rodney Monroe	February 2026	02/12/26	Discuss Workforce Allocation Study w/ AM Durham	0.50
Rodney Monroe	February 2026	02/13/26	Reviewed and made follow up notes from IMT tracker	0.50
Rodney Monroe	February 2026	02/13/26	Weekly meeting w/ OAG/IMT	0.50
Rodney Monroe	February 2026	02/17/26	UOF weekly internal meeting	0.75
Rodney Monroe	February 2026	02/17/26	Additional review and comments on Workforce Allocation	1.50
Rodney Monroe	February 2026	02/17/26	Meeting w/ Adam and Bridgette to discuss CPD systems access	0.50

Rodney Monroe	February 2026	02/17/26	Meeting w/ Allyson to discuss IP Training production and Workforce Allocation study	0.75
Rodney Monroe	February 2026	02/17/26	Reviewed various productions submitted by CPD on 2/13	1.75
Rodney Monroe	February 2026	02/18/26	Reviewed 2026 IP and CP ABLE/CPR/GBV/PWD training for discussion on Friday	2.25
Rodney Monroe	February 2026	02/18/26	OWS weekly internal meeting	1.00
Rodney Monroe	February 2026	02/18/26	Reviewed City of Chicago Motion to Stay Pending Appeal (BWC Video Retention)	1.25
Rodney Monroe	February 2026	02/18/26	Meeting w/ MOCS	1.00
Rodney Monroe	February 2026	02/18/26	Meeting to discuss access to CPD systems	0.75
Rodney Monroe	February 2026	02/19/26	IMT leadership meeting	1.50
Rodney Monroe	February 2026	02/19/26	Reviewed the Suicide Prevention Supervisor Workshop lesson plan	1.25
Rodney Monroe	February 2026	02/19/26	Reviewed CPD slide deck for UOF meeting	0.50
Rodney Monroe	February 2026	02/19/26	UOF Monthly meeting	1.00
Rodney Monroe	February 2026	02/19/26	Meeting w/ OEMC to discuss training	1.00
Rodney Monroe	February 2026	02/20/26	Reviewed slides for the Training monthly meeting	1.00
Rodney Monroe	February 2026	02/20/26	Weekly meeting w/ OAG/IMT	0.50
Rodney Monroe	February 2026	02/20/26	IMT Leadership meeting	1.25
Rodney Monroe	February 2026	02/20/26	Reviewed draft comments for Public Hearing	0.50
Rodney Monroe	February 2026	02/20/26	CP monthly meeting	1.00
Rodney Monroe	February 2026	02/21/26	Reviewed City and OAG comments on IMR13 draft report, follow up notes made	2.50
Rodney Monroe	February 2026	02/23/26	Weekly City/IMT meeting	0.50
Rodney Monroe	February 2026	02/23/26	Follow on paragraphs 357&365 w/Allan and AM Durham	0.50
Rodney Monroe	February 2026	02/23/26	CP meeting to discuss CCA assessment of CPD CP strategy. Follow up call w/Chief Novalez	1.00
Rodney Monroe	February 2026	02/24/26	OWS monthly meeting	1.00
Rodney Monroe	February 2026	02/24/26	Reviewed Police Board Annual Report	1.50
Rodney Monroe	February 2026	02/24/26	RHP monthly meeting	0.75
Rodney Monroe	February 2026	02/26/26	CCPSA meeting	1.00
Rodney Monroe	February 2026	02/27/26	Weekly OAG/IMT meeting	0.50

Rodney Monroe	February 2026	02/27/26	IMT Leadership meeting	0.75
Rodney Monroe	February 2026	02/27/26	AM Monthly meeting	1.00
Rodney Monroe	February 2026	02/27/26	Reviewed draft updated methodologies	2.00
Joe Hoereth	February 2026	02/09/26	Community Engagement Team Check In Call	1.00
Joe Hoereth	February 2026	02/26/26	CSPC Session with Maggie Hickey	3.00
Joe Hoereth	February 2026	02/27/26	IMT Monthly Associate Monitor Call	1.50
Anna Panova	February 2026	02/16/26	Community Engagement Team Management	4.50
Norma Ramos	February 2026	02/02/26	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	February 2026	02/09/26	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	February 2026	02/16/26	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.	3.00
Norma Ramos	February 2026	02/20/26	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	February 2026	02/09/26	Attend IMT CET Bi-Weekly Meeting	0.50
Norma Ramos	February 2026	02/26/26	Partnership for Safe and Peaceful Communities Meeting. This will be the first convening and include a review of 2025 violence data and perceptions of safety, updates on public and private funding, and a discussion of CPD's progress on the consent decree and workforce allocation analysis.	3.00
Sam Theno	February 2026	02/19/26	Meet with Heleana to discuss website improvements	0.50
Sam Theno	February 2026	02/05/26	Work on graphics for IMR Reports	1.00
Sam Theno	February 2026	02/19/26	Work on graphics for IMR Reports	1.00
Sam Theno	February 2026	02/26/26	Work on graphics for IMR Reports	0.50
Laura Kunard	February 2026	02/02/26	Weekly check in call with City: .5 Meeting with City about access issues: 1 Data check in: .5 IMR-13: 1	3.00
Laura Kunard	February 2026	02/03/26	CNA analyst call: 1 Weekly UOF check in: 1 Crisis Intervention section check in: .5 AM discussion: .5	3.00
Laura Kunard	February 2026	02/04/26	OWS production review: 1 OWS weekly check in: .5 IMT communications and scheduling: .5	2.00
Laura Kunard	February 2026	02/05/26	Leadership team conversations: 1 Weekly check in call with Monitor: 1.5 Community survey call: .5 Crisis Intervention call: .5 IMR-13 processes: .5	4.00
Laura Kunard	February 2026	02/06/26	Weekly check in with OAG: .5 Leadership team conversation: 1 Methodologies: .5	2.00

Laura Kunard	February 2026	02/09/26	IMT leadership team conversations: 1.5 Associate Monitor meeting: .5 Weekly check in with City: .5 Critical Incident/FRB observation: .5 Monthly 668 meeting and prep: 1.5 Settlement Conference prep: .5	5.00
Laura Kunard	February 2026	02/10/26	Monthly settlement conference: 1 Wellness meeting with CPD: .5 IMT communications: .5	2.00
Laura Kunard	February 2026	02/11/26	Wellness weekly call: 1 Sustainability conversation: .5 Investigatory stops meeting: .5 Methodologies: 1	3.00
Laura Kunard	February 2026	02/12/26	IMT weekly leadership team meeting: 1.5	1.50
Laura Kunard	February 2026	02/13/26	weekly check in call with OAG: .5 biweekly executive sponsor call, data: .5 Methodologies: 1	2.00
Laura Kunard	February 2026	02/17/26	Calls with leadership team: 1 spring site visit prep: 1	2.00
Laura Kunard	February 2026	02/18/26	Wellness weekly call: 1 Wellness site visit prep: .5 Conversation with CPD: .25 Methodologies: 1.25	3.00
Laura Kunard	February 2026	02/19/26	Weekly leadership team meeting: 1.5 Data methodologies: .5	2.00
Laura Kunard	February 2026	02/20/26	Weekly check in call with OAG: .5 Weekly data call: 1 Methodologies: .5	2.00
Laura Kunard	February 2026	02/23/26	Weekly check in call with City: .5 Community meeting: .5 City meeting: .25 Associate Monitor calls: .75 Methodologies: 1	3.00
Laura Kunard	February 2026	02/24/26	observe suicide prevention training: 3	3.00

Laura Kunard	February 2026	02/25/26	City/Coalition meeting: 1.5 Weekly ISR meeting: .25 Weekly CP/IP meeting: .25 OWS weekly meeting: .5 Methodologies: 2 Community conversations: .5	5.00
Laura Kunard	February 2026	02/26/26	Community Meeting: 3 IMT CI call: .5 Supervision monthly: .5 Monthly Data call: .5	6.00
Laura Kunard	February 2026	02/27/26	IMR-13: 1 Methodologies: 1 Monthly AM meeting: 1 IMT leadership team meeting: .5	3.50
Laura McElroy	February 2026	02/09/26	CET meeting setting up March community meeting. Created flyer for people to register for public hearing before the judge. Obtained Spanish translation.	3.00
Laura McElroy	February 2026	02/10/26	Edits to flyer. Cleared out bad emails on constant contact and distributed flyer	1.00
Laura McElroy	February 2026	02/16/26	Communication with reporter about two media inquiries. Correspondence with leadership team	1.25
Laura McElroy	February 2026	02/18/26	Redistributed flyer for the public hearing. Follow up with media outlet. Communication regarding community groups	1.00
Laura McElroy	February 2026	02/21/26	Monthly public hearing	0.25
Lindsey Clancey	February 2026	02/02/26	IMT Analyst Access Meeting; Production review and spreadsheet updates	1.50
Lindsey Clancey	February 2026	02/03/26	CIT IMR13 updates; IMR14 compliance documents and notes for IMR14 site visits	2.50
Lindsey Clancey	February 2026	02/04/26	OWS discussion IMR13; IMR14 compliance documents and notes for IMR14 site visits	2.50
Lindsey Clancey	February 2026	02/05/26	CIT Internal meeting and production reviews	2.50
Lindsey Clancey	February 2026	02/09/26	IMR14 site visit planning for CIT; CIT notes clean-up; OWS notes clean-up	2.50

Lindsey Clancey	February 2026	02/10/26	CIT production review; CIT notes clean-up; OWS notes clean-up; IMR14 compliance alignment	2.00
Lindsey Clancey	February 2026	02/11/26	OWS production updates; CIT production updates; site visit notes and IMR14 compliance work	1.00
Lindsey Clancey	February 2026	02/12/26	Site visit discussion and alignment; notes cleaning and CIT next steps	1.00
Lindsey Clancey	February 2026	02/13/26	CIT methodologies, IMR14 site visit planning and form for CIT, IMR14 site visit planning and form for OWS.	3.50
Lindsey Clancey	February 2026	02/15/26	CIT production; IMR13 alignment; CIT Methodologies; OWS updates	1.00
Lindsey Clancey	February 2026	02/17/26	Methodologies; Site Visit Discussion; Check-in with Leadership	2.00
Lindsey Clancey	February 2026	02/18/26	OWS Internal meeting; CIT production reference and notes	1.50
Lindsey Clancey	February 2026	02/19/26	Methodologies; CIT Internal Meeting and Discussion; OEMC 8-Hour Training Meeting and Discussion; OWS production review; CIT production review	4.00
Lindsey Clancey	February 2026	02/20/26	CIT IMR13 Feedback from Parties, updates to spreadsheet and production review.	2.00
Lindsey Clancey	February 2026	02/21/26	CIT IMR13 feedback from parties, updates to compliance crosswalk and production review. OWS IMR13 feedback from parties, update compliance crosswalk and production review.	4.00
Lindsey Clancey	February 2026	02/22/26	CIT discussion	0.50
Lindsey Clancey	February 2026	02/24/26	OWS Monthly Meeting and notes; Methodologies Discussion for CIT with notes	3.50
Heleana Melendez	February 2026	02/02/26	IMT project management	0.50
Heleana Melendez	February 2026	02/02/26	Review Tableau UOF dashboards	0.50
Heleana Melendez	February 2026	02/02/26	CPD systems discussion	0.75

Heleana Melendez	February 2026	02/02/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	February 2026	02/02/26	Update CPIC data tracker	1.00
Heleana Melendez	February 2026	02/02/26	UOF methodology discussion	0.50
Heleana Melendez	February 2026	02/02/26	Review UOF methodologies	0.25
Heleana Melendez	February 2026	02/03/26	UOF executive sponsor call	0.50
Heleana Melendez	February 2026	02/03/26	IMT website updates	0.50
Heleana Melendez	February 2026	02/03/26	Develop and review executive sponsor call notes	0.75
Heleana Melendez	February 2026	02/03/26	IMT project management	1.00
Heleana Melendez	February 2026	02/03/26	UOF section team check-in	1.00
Heleana Melendez	February 2026	02/03/26	Review FPI dashboard	0.50
Heleana Melendez	February 2026	02/03/26	Review IMR14 methodologies	0.75
Heleana Melendez	February 2026	02/03/26	IMT leadership check-in	0.50
Heleana Melendez	February 2026	02/03/26	IMT leadership touch base	1.00
Heleana Melendez	February 2026	02/03/26	IMT project management	1.50
Heleana Melendez	February 2026	02/04/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	February 2026	02/04/26	IMT project management	3.00
Heleana Melendez	February 2026	02/04/26	IMT leadership touch base	1.00
Heleana Melendez	February 2026	02/04/26	Site visit prep	1.50
Heleana Melendez	February 2026	02/04/26	Review policies and trainings for UOF methodologies	2.00
Heleana Melendez	February 2026	02/05/26	IMT project management	0.75
Heleana Melendez	February 2026	02/05/26	Review UOF methodologies	1.00
Heleana Melendez	February 2026	02/05/26	IMT leadership touch base	1.00
Heleana Melendez	February 2026	02/05/26	Productions and deadlines discussion	1.00
Heleana Melendez	February 2026	02/05/26	BWC review - preservation notice	2.25
Heleana Melendez	February 2026	02/05/26	Develop and review BWC preservation notice	3.00
Heleana Melendez	February 2026	02/06/26	IMT project management	1.25
Heleana Melendez	February 2026	02/06/26	IMT website updates	0.75
Heleana Melendez	February 2026	02/06/26	IMT project management	1.25
Heleana Melendez	February 2026	02/06/26	Site visit discussion	0.50
Heleana Melendez	February 2026	02/06/26	Develop and update IMT productions/deadlines/compliance trackers	1.50
Heleana Melendez	February 2026	02/06/26	Review forthcoming productions	0.50
Heleana Melendez	February 2026	02/06/26	Crossover proposal revisions	0.75
Heleana Melendez	February 2026	02/06/26	Update CPIC data tracker	0.75
Heleana Melendez	February 2026	02/06/26	UOF methodology updates	0.75
Heleana Melendez	February 2026	02/06/26	Public hearing prep	0.50

Heleana Melendez	February 2026	02/07/26	Develop and update IMT productions/deadlines/compliance trackers	1.00
Heleana Melendez	February 2026	02/08/26	Policy and procedural history review for UOF methodologies	2.00
Heleana Melendez	February 2026	02/08/26	Policy and procedural history review for UOF methodologies	2.00
Heleana Melendez	February 2026	02/09/26	IMT project management	1.00
Heleana Melendez	February 2026	02/09/26	Develop UOF priorities and deadlines	0.50
Heleana Melendez	February 2026	02/09/26	IMT leadership check-in	1.00
Heleana Melendez	February 2026	02/09/26	Update forthcoming productions tracker	0.50
Heleana Melendez	February 2026	02/09/26	UOF executive sponsor call prep	0.50
Heleana Melendez	February 2026	02/09/26	668 meeting prep	0.50
Heleana Melendez	February 2026	02/09/26	Review policies and trainings for UOF methodologies	1.00
Heleana Melendez	February 2026	02/09/26	IMT project management	0.50
Heleana Melendez	February 2026	02/09/26	668 meeting and debrief	1.25
Heleana Melendez	February 2026	02/09/26	IMT website updates	0.25
Heleana Melendez	February 2026	02/10/26	UOF executive sponsor call	0.50
Heleana Melendez	February 2026	02/10/26	Develop and review executive sponsor call notes	0.50
Heleana Melendez	February 2026	02/10/26	IMT analyst call	0.50
Heleana Melendez	February 2026	02/10/26	Review TRED data	0.25
Heleana Melendez	February 2026	02/10/26	IMT project management	0.25
Heleana Melendez	February 2026	02/10/26	UOF section team check-in	0.75
Heleana Melendez	February 2026	02/10/26	Public hearing prep	0.25
Heleana Melendez	February 2026	02/10/26	Develop and review 668 meeting notes	0.75
Heleana Melendez	February 2026	02/10/26	Review and develop analyst call notes	0.50
Heleana Melendez	February 2026	02/10/26	Analyst touch base	0.75
Heleana Melendez	February 2026	02/10/26	IMT leadership check-in	1.00
Heleana Melendez	February 2026	02/10/26	Review 2024 annual UOF report	0.50
Heleana Melendez	February 2026	02/10/26	Review 2024 CPD annual report	0.50
Heleana Melendez	February 2026	02/10/26	IMR13 UOF revisions	1.00
Heleana Melendez	February 2026	02/11/26	IMT leadership check-in	1.00
Heleana Melendez	February 2026	02/11/26	Review informal production for dissemination	0.25
Heleana Melendez	February 2026	02/11/26	Public hearing prep	0.50
Heleana Melendez	February 2026	02/11/26	Develop and update IMT productions/deadlines/compliance trackers	0.75
Heleana Melendez	February 2026	02/11/26	Review CPD response to Coalition	0.50
Heleana Melendez	February 2026	02/11/26	Review UOF methodologies	0.50

Heleana Melendez	February 2026	02/13/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	February 2026	02/17/26	UOF executive sponsor call	0.50
Heleana Melendez	February 2026	02/17/26	Public hearing prep	0.25
Heleana Melendez	February 2026	02/17/26	Develop and update IMT productions/deadlines/compliance trackers	1.25
Heleana Melendez	February 2026	02/17/26	IMT leadership touch base	1.00
Heleana Melendez	February 2026	02/17/26	UOF section team check-in	0.75
Heleana Melendez	February 2026	02/17/26	Develop and review executive sponsor call notes	0.50
Heleana Melendez	February 2026	02/17/26	Site visit prep	2.00
Heleana Melendez	February 2026	02/17/26	Analyst touch base	0.50
Heleana Melendez	February 2026	02/17/26	Develop and review CPD-Coalition call notes	0.50
Heleana Melendez	February 2026	02/17/26	Update UOF compliance tracker	0.25
Heleana Melendez	February 2026	02/18/26	Public hearing prep	0.50
Heleana Melendez	February 2026	02/18/26	Informal production review	0.50
Heleana Melendez	February 2026	02/18/26	Site visit prep	1.00
Heleana Melendez	February 2026	02/18/26	IMT leadership touch base	0.50
Heleana Melendez	February 2026	02/18/26	Site visit prep	3.00
Heleana Melendez	February 2026	02/18/26	IMT/OAG UOF monthly meeting prep	0.50
Heleana Melendez	February 2026	02/18/26	Review informal production for dissemination	0.50
Heleana Melendez	February 2026	02/18/26	Update TRED data tracker	1.00
Heleana Melendez	February 2026	02/19/26	Review productions to disseminate to team	0.50
Heleana Melendez	February 2026	02/19/26	Develop and update IMT productions/deadlines/compliance trackers	0.75
Heleana Melendez	February 2026	02/19/26	Deadlines and productions discussion	0.25
Heleana Melendez	February 2026	02/19/26	IMT project management	0.25
Heleana Melendez	February 2026	02/19/26	Update UOF compliance tracker	0.25
Heleana Melendez	February 2026	02/19/26	IMT/OAG UOF monthly meeting	1.00
Heleana Melendez	February 2026	02/19/26	IMT website discussion	0.50
Heleana Melendez	February 2026	02/19/26	Develop and review monthly UOF call notes	0.75
Heleana Melendez	February 2026	02/19/26	Update TRED data tracker	1.50
Heleana Melendez	February 2026	02/19/26	Site visit call	0.75
Heleana Melendez	February 2026	02/20/26	Public hearing prep	0.50
Heleana Melendez	February 2026	02/20/26	Site visit prep	1.25
Heleana Melendez	February 2026	02/20/26	Develop and update IMT productions/deadlines/compliance trackers	1.00
Heleana Melendez	February 2026	02/20/26	IMT project management	0.25
Heleana Melendez	February 2026	02/20/26	Update CPIC data tracker	0.25

Heleana Melendez	February 2026	02/20/26	Update UOF compliance tracker	0.50
Heleana Melendez	February 2026	02/20/26	Review data from BWC production	1.00
Heleana Melendez	February 2026	02/20/26	Public hearing prep	0.75
Heleana Melendez	February 2026	02/20/26	Track forthcoming productions	0.50
Heleana Melendez	February 2026	02/21/26	Public hearing	2.50
Heleana Melendez	February 2026	02/23/26	IMT project management	1.00
Heleana Melendez	February 2026	02/23/26	CP executive sponsor call	0.75
Heleana Melendez	February 2026	02/23/26	Develop and review CP executive sponsor call notes	0.50
Heleana Melendez	February 2026	02/23/26	Develop and review public hearing notes	0.50
Heleana Melendez	February 2026	02/23/26	BIA call	0.50
Heleana Melendez	February 2026	02/23/26	Develop and review BIA call notes	0.50
Heleana Melendez	February 2026	02/23/26	Site visit prep	3.25
Heleana Melendez	February 2026	02/24/26	UOF executive sponsor call	0.50
Heleana Melendez	February 2026	02/24/26	Site visit discussion	0.75
Heleana Melendez	February 2026	02/24/26	Review CPD systems access	0.50
Heleana Melendez	February 2026	02/24/26	IMT project management	0.25
Heleana Melendez	February 2026	02/24/26	Develop and review executive sponsor call notes	0.50
Heleana Melendez	February 2026	02/24/26	UOF section team check-in	0.75
Heleana Melendez	February 2026	02/24/26	Review UOF methodologies	1.75
Heleana Melendez	February 2026	02/24/26	Site visit discussion	1.00
Heleana Melendez	February 2026	02/24/26	Site visit prep	1.00
Heleana Melendez	February 2026	02/24/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	February 2026	02/24/26	IMT website updates	0.50
Heleana Melendez	February 2026	02/25/26	Site visit prep	0.50
Heleana Melendez	February 2026	02/25/26	IMT project management	0.75
Heleana Melendez	February 2026	02/25/26	Review U04-02-02 and S06-06 policy suite	0.50
Heleana Melendez	February 2026	02/25/26	Review OC-related production	0.50
Heleana Melendez	February 2026	02/25/26	Review TRED 2025 mid-year report	0.50
Heleana Melendez	February 2026	02/25/26	Review TRED 2024 year-end report	0.50
Heleana Melendez	February 2026	02/25/26	IMR13 UOF revisions	1.00
Heleana Melendez	February 2026	02/25/26	Review IMR11 progress	0.50
Heleana Melendez	February 2026	02/25/26	Review ISR methodology	0.25
Heleana Melendez	February 2026	02/25/26	IMT website updates	0.50
Heleana Melendez	February 2026	02/25/26	Coalition meeting	2.00
Heleana Melendez	February 2026	02/26/26	Review productions to disseminate to team	0.50
Heleana Melendez	February 2026	02/26/26	IMT project management	1.25
Heleana Melendez	February 2026	02/26/26	IMT/OAG CIT meeting prep	0.50
Heleana Melendez	February 2026	02/26/26	Develop and review public hearing notes	1.00

Heleana Melendez	February 2026	02/26/26	Develop and update IMT productions/deadlines/compliance trackers	1.50
Heleana Melendez	February 2026	02/26/26	IMT website updates	1.25
Heleana Melendez	February 2026	02/26/26	IMT/OAG monthly CIT meeting	0.50
Heleana Melendez	February 2026	02/26/26	Develop and review monthly CIT call notes	0.50
Valerie Schmitt	February 2026	02/02/26	IMT Analyst Access Meeting with CPD	0.50
Valerie Schmitt	February 2026	02/02/26	Weekly internal Training/RHP team call	1.00
Valerie Schmitt	February 2026	02/02/26	Review/update internal trackers	0.50
Valerie Schmitt	February 2026	02/03/26	Update team tracker with IMR-13 updates	1.00
Valerie Schmitt	February 2026	02/04/26	Update team tracker with IMR-13 updates	2.00
Valerie Schmitt	February 2026	02/04/26	Update team tracker with IMR-13 updates	1.00
Valerie Schmitt	February 2026	02/05/26	Weekly internal ISR team call	1.00
Valerie Schmitt	February 2026	02/05/26	Review ISR website and data	1.00
Valerie Schmitt	February 2026	02/06/26	Training Executive Sponsor Meetings	2.00
Valerie Schmitt	February 2026	02/09/26	Weekly internal Training/RHP team call	1.00
Valerie Schmitt	February 2026	02/09/26	Pre-Service Training Call with CPD	0.50
Valerie Schmitt	February 2026	02/09/26	Methodologies document review	0.50
Valerie Schmitt	February 2026	02/10/26	Call with IMT Deputy PM	0.50
Valerie Schmitt	February 2026	02/10/26	Methodologies document review	1.50
Valerie Schmitt	February 2026	02/11/26	Monthly ISR Meeting with CPD, City and OAG; review and develop notes, review production	2.00
Valerie Schmitt	February 2026	02/11/26	Weekly internal ISR team call	1.00
Valerie Schmitt	February 2026	02/11/26	ISR Site Visit Request Form	1.00
Valerie Schmitt	February 2026	02/12/26	Weekly Training Executive Sponsor Call	0.50
Valerie Schmitt	February 2026	02/12/26	Call with IMT PM	1.00
Valerie Schmitt	February 2026	02/12/26	Site Visit Request Forms	2.50
Valerie Schmitt	February 2026	02/13/26	ISR Site Visit Request Form	2.00
Valerie Schmitt	February 2026	02/17/26	Methodologies updates	2.00
Valerie Schmitt	February 2026	02/18/26	Weekly internal ISR team call	1.00
Valerie Schmitt	February 2026	02/18/26	ISR Methodologies Updates	3.00
Valerie Schmitt	February 2026	02/19/26	Weekly internal Training/RHP team call	1.00
Valerie Schmitt	February 2026	02/19/26	Methodology updates	2.00

Valerie Schmitt	February 2026	02/20/26	Weekly Training Executive Sponsor Call and notes development	1.00
Valerie Schmitt	February 2026	02/20/26	Monthly Training Meeting with City and OAG and debrief with sections	1.50
Valerie Schmitt	February 2026	02/20/26	RHP Coordination with AM and Attorney	0.50
Valerie Schmitt	February 2026	02/23/26	Weekly internal Training/RHP team call	1.00
Valerie Schmitt	February 2026	02/23/26	Review Site Visit Request Forms: Training, RHP, ISR	0.50
Valerie Schmitt	February 2026	02/23/26	Review Comments for IMR-13: Training, RHP, ISR	1.00
Valerie Schmitt	February 2026	02/24/26	RHP Methodologies Discussion and Updates with team	2.00
Valerie Schmitt	February 2026	02/24/26	Monthly RHP Meeting with CoC, IMT, and OAG	1.00
Valerie Schmitt	February 2026	02/24/26	Training 270-284 Methodologies Discussion and Updates with team	2.00
Valerie Schmitt	February 2026	02/24/26	Draft Training Methods 298-316	1.50
Valerie Schmitt	February 2026	02/25/26	ISR Methodologies Updates	2.00
Valerie Schmitt	February 2026	02/25/26	Training 298-316 Methodologies Discussion and Updates with team	1.00
Valerie Schmitt	February 2026	02/25/26	Training 317-340 Methodologies Discussion and Updates with team	1.50
Valerie Schmitt	February 2026	02/25/26	Training 277-284 Methodologies Discussion and Updates with team	2.00
Valerie Schmitt	February 2026	02/26/26	Training 284-298 Methodologies Discussion and Updates with team	2.00
Valerie Schmitt	February 2026	02/27/26	Weekly Training Executive Sponsor Call	0.50
Valerie Schmitt	February 2026	02/27/26	Review ISR data productions	1.50
Bridgette Clements	February 2026	02/02/26	IMT Project Management	1.50
Bridgette Clements	February 2026	02/02/26	IMT/City Weekly call	0.25
Bridgette Clements	February 2026	02/02/26	Analyst Access Meeting with CPD/City and debrief	1.25
Bridgette Clements	February 2026	02/02/26	Training/RHP weekly team call and debrief	0.75
Bridgette Clements	February 2026	02/02/26	Revising A&T IMR13 methodologies	0.25
Bridgette Clements	February 2026	02/03/26	IMR14 Site Visit Prep	0.25
Bridgette Clements	February 2026	02/03/26	IMT Project Management	0.50
Bridgette Clements	February 2026	02/03/26	Discussion about access to systems	0.25

Bridgette Clements	February 2026	02/03/26	Revising A&T IMR13 methodologies	3.25
Bridgette Clements	February 2026	02/03/26	UOF weekly team call	0.75
Bridgette Clements	February 2026	02/03/26	IMT Leadership discussions	1.25
Bridgette Clements	February 2026	02/03/26	IMT budget review	0.75
Bridgette Clements	February 2026	02/03/26	CIT production discussions	1.00
Bridgette Clements	February 2026	02/04/26	Weekly call with Casey McKenzie	0.25
Bridgette Clements	February 2026	02/04/26	IMR14 Site Visit Prep	0.25
Bridgette Clements	February 2026	02/04/26	Revising A&T IMR13 methodologies	2.25
Bridgette Clements	February 2026	02/04/26	OWS weekly team call	0.75
Bridgette Clements	February 2026	02/04/26	IMT Project Management	1.50
Bridgette Clements	February 2026	02/04/26	A&T weekly team call	1.00
Bridgette Clements	February 2026	02/04/26	IMT Leadership discussions	0.50
Bridgette Clements	February 2026	02/05/26	IMT Leadership weekly call	1.50
Bridgette Clements	February 2026	02/05/26	IMT Project Management	2.25
Bridgette Clements	February 2026	02/05/26	IMT Leadership check-ins	0.25
Bridgette Clements	February 2026	02/05/26	CIT weekly team call	1.00
Bridgette Clements	February 2026	02/05/26	Supervision weekly team call	0.50
Bridgette Clements	February 2026	02/05/26	ISR weekly team call	0.50
Bridgette Clements	February 2026	02/05/26	Prep for monthly Settlement Conference	0.50
Bridgette Clements	February 2026	02/06/26	IMT/OAG weekly call	0.50
Bridgette Clements	February 2026	02/06/26	IMT Leadership check-ins	1.50
Bridgette Clements	February 2026	02/06/26	IMR14 Site Visit Prep	0.50
Bridgette Clements	February 2026	02/06/26	IMT Project Management	1.50
Bridgette Clements	February 2026	02/06/26	IMT budget review	0.25
Bridgette Clements	February 2026	02/06/26	Reviewing productions and disseminating to IMT team	0.50
Bridgette Clements	February 2026	02/06/26	Revising A&T IMR13 methodologies	1.75
Bridgette Clements	February 2026	02/09/26	IMT Leadership check-ins	1.75
Bridgette Clements	February 2026	02/09/26	Associate Monitor bi-weekly meeting	0.25
Bridgette Clements	February 2026	02/09/26	IMT/City weekly call and debrief	1.00
Bridgette Clements	February 2026	02/09/26	Training/RHP Weekly team call	1.00
Bridgette Clements	February 2026	02/09/26	IMT Project Management	0.50
Bridgette Clements	February 2026	02/09/26	BIA bi-weekly Executive Sponsor call, prep, and debrief	1.00
Bridgette Clements	February 2026	02/09/26	Monthly 668 meeting with the Parties and debrief	2.00
Bridgette Clements	February 2026	02/10/26	Revising A&T IMR13 methodologies	4.25
Bridgette Clements	February 2026	02/10/26	Monthly Settlement Conference with the Judge and Parties, and debrief	1.25
Bridgette Clements	February 2026	02/10/26	IMT Project Management	1.00

Bridgette Clements	February 2026	02/11/26	Weekly call with Casey McKenzie and debrief	0.50
Bridgette Clements	February 2026	02/11/26	IMT Project Management	2.00
Bridgette Clements	February 2026	02/11/26	Meeting with an analyst to discuss revising methodologies	0.50
Bridgette Clements	February 2026	02/11/26	Monthly Police Board meeting with the Parties	0.25
Bridgette Clements	February 2026	02/11/26	CP/IP weekly team call and debrief	1.00
Bridgette Clements	February 2026	02/11/26	check-in with analyst	1.25
Bridgette Clements	February 2026	02/12/26	IMT Leadership weekly call	0.50
Bridgette Clements	February 2026	02/12/26	check-in with analyst	1.25
Bridgette Clements	February 2026	02/12/26	IMT Leadership check-ins	0.25
Bridgette Clements	February 2026	02/12/26	Reviewing production comments and drafts	0.50
Bridgette Clements	February 2026	02/13/26	Check-ins with analysts	2.00
Bridgette Clements	February 2026	02/13/26	IMT/OAG weekly call	0.50
Bridgette Clements	February 2026	02/13/26	A&T weekly team call and debrief	1.50
Bridgette Clements	February 2026	02/13/26	IMT Project Management	0.25
Bridgette Clements	February 2026	02/13/26	Bi-weekly document requests and productions call with the Parties and debrief	1.00
Bridgette Clements	February 2026	02/13/26	Reviewing productions and disseminating to IMT team	1.75
Bridgette Clements	February 2026	02/17/26	IMR14 Site Visit Prep	3.75
Bridgette Clements	February 2026	02/17/26	UOF weekly team call	0.75
Bridgette Clements	February 2026	02/17/26	Reviewing issues with access to CPD systems	0.50
Bridgette Clements	February 2026	02/18/26	Weekly call with Casey McKenzie	0.50
Bridgette Clements	February 2026	02/18/26	A&T monthly IMT/OAG meeting	0.50
Bridgette Clements	February 2026	02/18/26	OWS weekly team call	1.00
Bridgette Clements	February 2026	02/18/26	Reviewing issues with access to CPD systems and meetings to discuss with City/CPD	0.75
Bridgette Clements	February 2026	02/18/26	IMR14 Site Visit Prep	3.75
Bridgette Clements	February 2026	02/18/26	Revising A&T IMR13 methodologies	0.25
Bridgette Clements	February 2026	02/18/26	ISR weekly team call	0.25
Bridgette Clements	February 2026	02/18/26	A&T weekly team call	0.50
Bridgette Clements	February 2026	02/19/26	IMR14 Site Visit Prep	2.25
Bridgette Clements	February 2026	02/19/26	IMT Leadership weekly call	1.50
Bridgette Clements	February 2026	02/19/26	IMT Project Management	1.00
Bridgette Clements	February 2026	02/19/26	CIT weekly team call	1.00
Bridgette Clements	February 2026	02/19/26	Monthly COPA call with IMT/OAG/COPA	0.75
Bridgette Clements	February 2026	02/20/26	IMR14 Site Visit Prep	2.00
Bridgette Clements	February 2026	02/20/26	IMT/OAG weekly call	0.50

Bridgette Clements	February 2026	02/20/26	IMT Leadership check-ins	1.00
Bridgette Clements	February 2026	02/20/26	Monthly Public Hearing prep	0.75
Bridgette Clements	February 2026	02/20/26	Reviewing production comments and drafts	0.25
Bridgette Clements	February 2026	02/21/26	Monthly public hearing	2.50
Bridgette Clements	February 2026	02/23/26	IMR14 Site Visit Prep	0.50
Bridgette Clements	February 2026	02/24/26	IMR14 Site Visit Prep	4.75
Bridgette Clements	February 2026	02/24/26	Meeting with City/CPD regarding access to CPD systems	0.50
Bridgette Clements	February 2026	02/24/26	CIT methodology discussions	2.00
Bridgette Clements	February 2026	02/24/26	IMT Leadership check-ins	0.25
Bridgette Clements	February 2026	02/25/26	Monthly City/Coalition call, prep, and debrief	2.50
Bridgette Clements	February 2026	02/25/26	IMT Leadership check-ins	0.25
Bridgette Clements	February 2026	02/25/26	IMT Project Management	0.75
Bridgette Clements	February 2026	02/27/26	Weekly call with Casey McKenzie	0.25
Bridgette Clements	February 2026	02/27/26	IMT Project Management	1.00
Bridgette Clements	February 2026	02/27/26	IMT/OAG weekly call and debrief	0.75
Bridgette Clements	February 2026	02/27/26	IMT Leadership weekly call	0.75
Bridgette Clements	February 2026	02/27/26	Monthly Associate Monitor meeting and debrief	1.25
Bridgette Clements	February 2026	02/27/26	Monthly Accountability call with IMT/OAG/CPD	0.25
Bridgette Clements	February 2026	02/27/26	IMR14 Site Visit Prep	0.50
Bridgette Clements	February 2026	02/27/26	Reviewing IMR14 draft methodologies	0.25
Bridgette Clements	February 2026	02/27/26	A&T weekly team call	0.25
Bridgette Clements	February 2026	02/27/26	CIT IMR13 report revisions	0.75
Bridgette Clements	February 2026	02/27/26	Reviewing production comments and drafts	0.50
Heleana Melendez	February 2026	02/27/26	IMT project management	0.50
Heleana Melendez	February 2026	02/27/26	Review AM comments to IMR13	0.50
Heleana Melendez	February 2026	02/27/26	Develop and update IMT productions/deadlines/compliance trackers	0.25
Heleana Melendez	February 2026	02/27/26	IMT project management	0.25
Heleana Melendez	February 2026	02/27/26	Review CPD 2024 annual report	1.00
Monique Jenkins	February 2026	02/02/26	CPD Technology Access Meeting	0.50
Monique Jenkins	February 2026	02/04/26	Review of Supervision Production	0.50
Monique Jenkins	February 2026	02/04/26	Supervision Methodologies Review/Updates	0.50
Monique Jenkins	February 2026	02/05/26	Weekly Supervision team call to discuss productions, requests, and outstanding items	0.50

Monique Jenkins	February 2026	02/05/26	Supervision Methodologies Review/Updates	0.50
Monique Jenkins	February 2026	02/05/26	Bi-Weekly CPD Supervision Meeting	1.00
Monique Jenkins	February 2026	02/06/26	Review of Supervision Production Responses	0.50
Monique Jenkins	February 2026	02/06/26	Supervision Methodologies Review/Updates	0.50
Monique Jenkins	February 2026	02/09/26	Supervision Executive Sponsor Meeting	0.50
Monique Jenkins	February 2026	02/09/26	IMT Training/Supervision Crossover Meeting	1.00
Monique Jenkins	February 2026	02/09/26	Supervision Methodologies Review/Updates	0.50
Monique Jenkins	February 2026	02/10/26	Call with CPD re: Administrative reports in queue	1.00
Monique Jenkins	February 2026	02/11/26	Monthly IMT & OAG Supervision Meeting	0.75
Monique Jenkins	February 2026	02/11/26	IMR-14 Site Visit Planning & Preparation	1.25
Monique Jenkins	February 2026	02/13/26	IMR-14 Site Visit Planning & Preparation	2.00
Monique Jenkins	February 2026	02/16/26	Review of OSW Monthly Slides production	0.50
Monique Jenkins	February 2026	02/16/26	Internal Supervision Communication	0.50
Monique Jenkins	February 2026	02/18/26	Weekly Meeting with AM Durham	0.50
Monique Jenkins	February 2026	02/18/26	Bi-Weekly CPD Supervision Meeting	1.00
Monique Jenkins	February 2026	02/18/26	Review of Workforce Allocation Executive Summary	0.50
Monique Jenkins	February 2026	02/19/26	Weekly Supervision team call to discuss productions, requests, and outstanding items	0.75
Monique Jenkins	February 2026	02/19/26	Communication with IMT Leadership Team	0.25
Monique Jenkins	February 2026	02/20/26	IMR-14 Site Visit Planning & Preparation	0.50
Monique Jenkins	February 2026	02/20/26	IMR-13 Draft Comment Review	0.50
Monique Jenkins	February 2026	02/23/26	Internal Supervision Meeting re: IMR-14 Site Visit & IMR-13 Comments	0.50
Monique Jenkins	February 2026	02/23/26	IMR-14 Site Visit Planning & Preparation	0.50
Monique Jenkins	February 2026	02/24/26	Supervision Methodologies Review/Updates	1.00
Monique Jenkins	February 2026	02/25/26	Internal Supervision Meeting re: Methodologies	0.50

Monique Jenkins

February 2026

02/26/26

Monthly IMT/OAG/CPD
Supervision Meeting

0.50

startdate 
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eDiscovery Fees



Period: 2/1/2026 to 2/28/2026

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

Name	Date	Description	Activity	Hours	Units	Rate	Total
	2/28/2026	Review - \$12 per GB, per month	E411		114.92	12.00	1,379.04
	2/28/2026	Review - \$12 per GB, per month	E411		59.58	12.00	714.96
Total							\$2,094.00