



Maggie Hickey as Independent Monitor Involving the
Chicago Police Department

Invoice Number 2538943
Invoice Date 04/29/2026
Client Number 451895
Matter Number 00000
Reference Number 17-CV-6260

For Professional Services Rendered Through March 31, 2026

Re: CPD Monitor

Total Fees	170,202.50
Total Disbursements	162,801.75
Total Amount Due This Invoice	\$333,004.25
Prior Balance Due	882,594.62
Total Balance Due Upon Receipt	\$1,215,598.87

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

Taxpayer Identification Number: [REDACTED]

Due Upon Receipt

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 2 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/01/26	Alexander S. Birkhold	Analyze and review use of force policies, bulletins, training evaluations, compliance records, and training materials to evaluate sustainment for certain paragraphs.	2.80	1,260.00
03/01/26	Alexander S. Birkhold	Draft and revise analysis regarding sustainment of full compliance for certain use of force paragraphs.	2.60	1,170.00
03/02/26	Alex J. Becker	Reviewed and analyzed document productions and materials related to Crisis Intervention section.	0.50	197.50
03/02/26	Alex J. Becker	Reviewed IMT deadlines and updated list of productions and outstanding items related to Crisis Intervention section for compliance assessment for Consent Decree.	0.10	39.50
03/02/26	Alex J. Becker	Finalized IMT comments related to Crisis Intervention section to City and OAG.	0.10	39.50
03/02/26	Alex J. Becker	Reviewed IMT comments, IMR-13 report, and reformatted methodologies related to Crisis Intervention section.	4.00	1,580.00
03/02/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section and draft IMT comments.	0.80	316.00
03/02/26	Alex J. Becker	Review IMR-13 report draft and reformatted methodologies for Consent Decree deadlines.	0.60	237.00
03/02/26	Alex J. Becker	Drafted and revised IMT comments, IMR-13 report, and reformatted methodologies related to Crisis Intervention section.	2.40	948.00
03/02/26	Alexander S. Birkhold	Analyze and review use of force policies, bulletins, compliance records, and training materials to evaluate sustainment for certain paragraphs.	3.70	1,665.00
03/02/26	Alexander S. Birkhold	Draft and revise analysis regarding sustainment of full compliance for certain use of force paragraphs.	5.30	2,385.00
03/02/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding use of force by the Chicago Police Department	0.90	405.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 3 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/02/26	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
03/02/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.50	225.00
03/02/26	Maggie Hickey	IMT meeting regarding Coalition's potential motion to enforce Consent Decree regarding rising uses of force by CPD.	1.00	500.00
03/02/26	Maggie Hickey	IMT leadership call regarding CPD evaluation process for compliance with Consent Decree.	1.00	500.00
03/02/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	2.80	1,400.00
03/02/26	Sarah M. Oligmueller	Review new and outstanding Accountability and Transparency productions.	0.20	79.00
03/02/26	Stella T. Oyalabu	Analyze productions for Training and Recruitment, Hiring and Promotions.	0.20	79.00
03/02/26	Stella T. Oyalabu	Attend weekly section meeting for Training and Recruitment, Hiring and Promotions.	0.20	79.00
03/02/26	Vyasa Babu	Revising IMR Response letter for ANOV materials	2.80	910.00
03/02/26	Vyasa Babu	Revising IMR-13 Impartial policing appendix and methodologies for compliance assessments for Consent Decree.	4.90	1,592.50
03/03/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section, IMR-13 report revisions, reformatted methodologies, and draft communications.	2.20	869.00
03/03/26	Alex J. Becker	Communications with City, CPD, and OAG related to Crisis Intervention section.	0.20	79.00
03/03/26	Alex J. Becker	Drafted and revised IMR-13 report and reformatted methodologies related to Crisis Intervention section.	2.00	790.00
03/03/26	Alex J. Becker	Reviewed IMR-13 report and methodologies related to Crisis	2.00	790.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 4 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Intervention section.		
03/03/26	Alex J. Becker	Communications with team related to Crisis Intervention section.	0.60	237.00
03/03/26	Alexander S. Birkhold	Draft and revise analysis regarding sustainment of full compliance for certain use of force paragraphs.	2.40	1,080.00
03/03/26	Alexander S. Birkhold	Participate in weekly use of force meeting with IMT members and associate monitor.	0.60	270.00
03/03/26	Alexander S. Birkhold	Analyze and review use of force production for compliance assessments for Consent Decree.	0.30	135.00
03/03/26	Alexander S. Birkhold	Analyze and review use of force policies, bulletins, training evaluations, compliance records, and training materials to evaluate sustainment for certain paragraphs.	0.80	360.00
03/03/26	Alexander S. Birkhold	Draft and revise IMR-13 section on use of force.	0.50	225.00
03/03/26	Alexander S. Birkhold	Participate in Quarterly IMT/Coalition Meeting.	1.20	540.00
03/03/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	2.30	1,035.00
03/03/26	Brianne E. Megahan	Analyzing response regarding BIA Supplemental eLearning.	0.10	32.50
03/03/26	Maggie Hickey	Call with A. Slagel regarding CPD's deliverables for compliance with Consent Decree.	0.40	200.00
03/03/26	Maggie Hickey	Meeting with CPD regarding access issues to solve in order for CPD to gain compliance with Consent Decree.	0.50	250.00
03/03/26	Maggie Hickey	Quarterly IMT/Coalition meeting required by paragraph 669 of the Consent Decree.	2.00	1,000.00
03/03/26	Vyasa Babu	Revising IMR-13 Community Policing appendix for compliance assessments.	5.50	1,787.50
03/04/26	Alex J. Becker	Communications with City, CPD, and OAG regarding Crisis Intervention section.	0.10	39.50
03/04/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section, IMR-13 report, reformatted methodologies,	0.40	158.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 5 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		document productions, review/analysis of materials in response to CPD's requests for clarification of compliance assessments, in advance of upcoming meetings with CPD.		
03/04/26	Alex J. Becker	Drafted and revised IMR-13 report and reformatted methodologies related to Crisis Intervention section.	3.30	1,303.50
03/04/26	Alex J. Becker	Reviewed and analyzed City and CPD document productions, IMT compliance assessments, and methodologies in response to the CPD's requests for clarification and further discussion of various Crisis Intervention section paragraphs and in preparation for meeting with CPD.	4.80	1,896.00
03/04/26	Alexander S. Birkhold	Analyze and review compliance records for Use of Force section and related Consent paragraphs to evaluate sustainment.	1.10	495.00
03/04/26	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
03/04/26	Brianne E. Megahan	Revising IMR-13 Accountability and Transparency section pursuant to OAG comments.	0.80	260.00
03/04/26	Kaitlin Grace Klamann	Conferred with ISR team, including new associate monitor C. Lowe, regarding IMR-13, and paragraph 843 study.	0.90	405.00
03/04/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	2.80	1,400.00
03/04/26	Maggie Hickey	Call with CALEA assessor to discuss CPD's compliance efforts with the Consent Decree.	0.50	250.00
03/04/26	Vyasa Babu	Revising IMR-13 Impartial Policing draft and methodologies for compliance assessments.	6.50	2,112.50
03/04/26	William J. Williams	Conference with CPD regarding Supervision sections, bi-weekly check-in, and their compliance efforts to Consent	0.50	187.50

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 6 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Decree.		
03/05/26	Alex J. Becker	Revised reformatted methodologies related to Crisis Intervention section of Consent Decree based on further discussions with IMT members.	2.20	869.00
03/05/26	Alex J. Becker	Communications with CPD regarding Crisis Intervention section.	0.10	39.50
03/05/26	Alex J. Becker	Attended meeting with City, CPD, IMT, and OAG regarding feedback related to Crisis Intervention section production.	0.70	276.50
03/05/26	Alex J. Becker	Review and analyze notes from meeting with City, CPD, IMT, and OAG related to Crisis Intervention section.	0.40	158.00
03/05/26	Alex J. Becker	Reviewed and managed IMT deadlines and updated list of productions, tasks, and outstanding items for compliance with Crisis Intervention Section of Consent Decree.	0.20	79.00
03/05/26	Alex J. Becker	Attended IMT meeting related to Crisis Intervention section regarding compliance assessments.	1.00	395.00
03/05/26	Alex J. Becker	Reviewed and analyzed document productions and notes related to Crisis Intervention section.	0.30	118.50
03/05/26	Alex J. Becker	Reviewed and analyzed CPD document production related to Data section and Parties' responses to IMR-13 first draft related to Data section.	0.30	118.50
03/05/26	Alex J. Becker	Preparation for meeting with City, CPD, IMT, and OAG, and internal IMT meeting related to Crisis Intervention section.	0.40	158.00
03/05/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, reformatted methodologies, IMT deadlines, document productions, and debrief of meeting with CPD.	0.90	355.50
03/05/26	Alex J. Becker	Revisions to IMR-13 report.	1.00	395.00
03/05/26	Alexander S. Birkhold	Draft and revise use of force methodologies for compliance assessments.	1.10	495.00
03/05/26	Anthony-Ray Sepulveda	Communications with members of the	1.30	585.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 7 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods		
03/05/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	0.20	90.00
03/05/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	2.90	1,305.00
03/05/26	Maggie Hickey	Meeting with A. Slagel, J. Thompson and R. Monroe regarding Consent Decree compliance assessment issues.	0.50	250.00
03/05/26	Maggie Hickey	IMT leadership meeting regarding strategies for finalizing IMR-13.	1.50	750.00
03/05/26	Maggie Hickey	IMT Crisis Intervention meeting regarding compliance assessment for IMR-13 of Consent Decree.	1.00	500.00
03/05/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	2.80	1,400.00
03/05/26	Stella T. Oyalabu	Analyze comments from the City, CPD, and OAG to IMR-13 report.	0.40	158.00
03/05/26	Vyasa Babu	Weekly IMT Impartial Policing and Community Policing update for compliance assessment.	1.00	325.00
03/05/26	Vyasa Babu	Revising IMR-13 Community Policing draft and methodologies	5.50	1,787.50
03/05/26	William J. Williams	Conference with IMT Supervision section regarding compliance assessment for Consent Decree.	1.30	487.50
03/06/26	Alex J. Becker	Preparation for IMT Data section meeting.	0.20	79.00
03/06/26	Alex J. Becker	Communication with CPD regarding upcoming meeting related to Crisis Intervention section.	0.10	39.50
03/06/26	Alex J. Becker	Communications with IMT members regarding Data section, IMR-13 report, document productions, draft IMT comments, and IMT deadlines.	0.70	276.50
03/06/26	Alex J. Becker	Reviewed and analyzed document productions, IMR-13 report, and materials	0.80	316.00

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 8 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		related to Data section.		
03/06/26	Alex J. Becker	Attended IMT meeting related to Data section regarding compliance assessment for Consent Decree.	1.00	395.00
03/06/26	Alex J. Becker	Drafted communications related to Data section and document productions for review.	0.60	237.00
03/06/26	Alexander S. Birkhold	Analyze notes regarding the meeting with the Coalition and regarding updates and developments related to search warrants within the CPD, including policy revisions, application improvements, training initiatives, and community concerns.	0.50	225.00
03/06/26	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
03/06/26	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
03/06/26	Brianne E. Megahan	Meeting with members of the IMT team regarding accountability and transparency productions and methodologies.	0.50	162.50
03/06/26	Maggie Hickey	Weekly meeting with OAG regarding Consent Decree issues.	0.50	250.00
03/06/26	Maggie Hickey	Attend City/Coalition/OAG meeting: Search Warrants.	1.50	750.00
03/06/26	Maggie Hickey	Review of Reasonable Articulate Suspicion methodology for 543 study.	0.50	250.00
03/06/26	Maggie Hickey	Review of state court BWC order and its implications on Consent Decree.	0.60	300.00
03/06/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	3.80	1,900.00
03/06/26	Sarah M. Oligmueller	Communications with the IMT regarding compliance, productions, methodologies, and reports for the Accountability and Transparency section.	0.50	197.50
03/06/26	Stella T. Oyalabu	Analyze training production for compliance assessments for Consent Decree.	0.30	118.50

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 9 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/06/26	Vyasa Babu	Reviewing training data for Community Policing methodologies	5.80	1,885.00
03/07/26	Alex J. Becker	Drafted and sent email to IMT Associate Monitors and Analysts regarding request for review and input on document production related to Data section.	0.40	158.00
03/07/26	Alex J. Becker	Communications with IMT members regarding Data section, IMR-13 draft report, document productions, and draft IMT comments.	0.40	158.00
03/07/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	1.00	450.00
03/09/26	Alex J. Becker	Reviewed and analyzed document productions and materials related to Data and Crisis Intervention sections.	0.40	158.00
03/09/26	Alex J. Becker	Reviewed and managed IMT deadlines and updated productions and outstanding items list related to Crisis Intervention section.	0.20	79.00
03/09/26	Alex J. Becker	Reviewed communications with City and CPD related to Crisis Intervention section.	0.10	39.50
03/09/26	Alex J. Becker	Began drafting IMT comments related to Data section.	0.50	197.50
03/09/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention and Data sections, draft IMT comments, IMT deadlines, productions and outstanding items.	0.30	118.50
03/09/26	Alexander S. Birkhold	Analyze and review use of force productions for compliance assessments for Consent Decree.	2.20	990.00
03/09/26	Alexander S. Birkhold	Draft and revise response to use of force productions per Consent Decree.	0.30	135.00
03/09/26	Alexander S. Birkhold	Correspond with associate monitor, analysts, and IMT members regarding use of force productions and methodologies.	0.20	90.00
03/09/26	Alexander S. Birkhold	Analyze and review body-worn camera policy versions and related Court Order.	0.90	405.00
03/09/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of	0.30	135.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 10 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Chicago, and the Chicago Police Department regarding general updates		
03/09/26	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)	2.10	945.00
03/09/26	Anthony-Ray Sepulveda	Preparing for the Chief Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing	0.70	315.00
03/09/26	Kaitlin Grace Klamann	Responded to email from C. Lowe about ISR compliance assessments.	0.30	135.00
03/09/26	Maggie Hickey	Associate Monitor meeting regarding compliance assessments for Consent Decree.	1.00	500.00
03/09/26	Maggie Hickey	Weekly meeting with CPD regarding compliance with Consent Decree.	0.50	250.00
03/09/26	Maggie Hickey	Meeting with CPD regarding CIT issues with methodologies and compliance assessments.	1.00	500.00
03/09/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	2.80	1,400.00
03/09/26	Maggie Hickey	IMT Community Engagement team meeting regarding operational compliance and paragraph review.	0.50	250.00
03/09/26	Maggie Hickey	Monthly paragraph 668 meeting with Supt Snelling and OAG required by Consent Decree regarding CPD compliance efforts and follow up.	3.00	1,500.00
03/09/26	Stella T. Oyalabu	Analyze training productions for compliance assessments.	0.20	79.00
03/09/26	Stella T. Oyalabu	Attend weekly internal section meeting for Training and Recruitment, Hiring and Promotions.	0.30	118.50
03/09/26	Vyasa Babu	Revising IMR-13 Impartial policing appendix and reviewing training data	5.90	1,917.50
03/09/26	William J. Williams	Conference with CPD and IMT Supervision section regarding CPD deliverables related to the Supervision	1.60	600.00

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 11 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		section of the Consent Decree.		
03/10/26	Alex J. Becker	Reviewed and analyzed materials, notes, and document productions related to Crisis Intervention section.	0.50	197.50
03/10/26	Alex J. Becker	Reviewed communications from City and CPD regarding Crisis Intervention section.	0.10	39.50
03/10/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section.	1.00	395.00
03/10/26	Alexander S. Birkhold	Participate in weekly use of force meeting.	0.80	360.00
03/10/26	Alexander S. Birkhold	Communicate with IMT members, associate monitors, and analysts regarding ongoing use of force projects.	0.20	90.00
03/10/26	Alexander S. Birkhold	Analyze and review use of force productions for compliance assessment.	0.30	135.00
03/10/26	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	0.70	315.00
03/10/26	Anthony-Ray Sepulveda	Judge Rebecca Pallmeyer's March 2026 public hearing regarding the Consent Decree, the Training section of the Consent Decree, and community feedback	1.60	720.00
03/10/26	Anthony-Ray Sepulveda	Preparing for the Chief Judge Rebecca Pallmeyer's upcoming settlement conference and public hearing	1.00	450.00
03/10/26	Kaitlin Grace Klamann	Monthly OAG/CPD meeting on ISRs.	1.00	450.00
03/10/26	Maggie Hickey	Meeting with Supt. Snelling regarding CPD's deliverables for compliance with Consent Decree.	0.50	250.00
03/10/26	Maggie Hickey	Settlement Conference with Judge Pallmeyer, OAG, and CPD to discuss compliance with Consent Decree.	1.50	750.00
03/10/26	Maggie Hickey	Public Hearing in front of Judge Pallmeyer to hear community comments regarding the Consent Decree.	2.00	1,000.00
03/10/26	Maggie Hickey	Follow up with Judge Pallmeyer regarding public hearing about the Consent Decree.	2.00	1,000.00
03/10/26	Sarah M. Oligmueller	Evaluate the City's and the OAG's positions regarding the G03-06 policy	0.30	118.50

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 12 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		series and related communications with the IMT.		
03/10/26	Vyasa Babu	Reviewing training data for methodology updates.	1.80	585.00
03/11/26	Alex J. Becker	Reviewed and analyzed methodologies related to Crisis Intervention section for compliance assessments.	0.20	79.00
03/11/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMR-13 report, and reformatted methodologies.	0.40	158.00
03/11/26	Alexander S. Birkhold	Correspond with associate monitors and IMT members regarding use of force projects.	0.20	90.00
03/11/26	Alexander S. Birkhold	Analyze and review data plan and related use of force data requests for compliance assessments.	0.90	405.00
03/11/26	Alexander S. Birkhold	Draft and revise feedback on use of force productions for compliance assessments.	0.40	180.00
03/11/26	Alexander S. Birkhold	Analyze and review executive sponsor meeting notes for compliance assessments.	0.20	90.00
03/11/26	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
03/11/26	Anthony-Ray Sepulveda	Meeting 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	3.50	1,575.00
03/11/26	Kaitlin Grace Klamann	Prepared for in-person traffic stop stipulation negotiations by reviewing prior draft and summary proposal.	0.50	225.00
03/11/26	Kaitlin Grace Klamann	Met with parties to discuss and negotiate traffic stop stipulation for consent decree.	4.00	1,800.00
03/11/26	Maggie Hickey	Review communications and productions	1.80	900.00

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 13 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		of CPD to provide compliance assessments with Consent Decree.		
03/11/26	Maggie Hickey	Traffic Stop meeting with CPD, CCPSA and OAG and follow-up with City's counsel.	4.50	2,250.00
03/11/26	Sarah M. Oligmueller	Review new and outstanding Accountability and Transparency productions for compliance assessments.	0.40	158.00
03/11/26	Sarah M. Oligmueller	Communications with IMT regarding compliance, productions, methodologies, and reports for the Accountability and Transparency section.	0.40	158.00
03/11/26	Stella T. Oyalabu	Attend City of Chicago (RHP) and IMT Biweekly Meeting.	0.20	79.00
03/11/26	Vyasa Babu	Revising IMR-13 Impartial Policing introduction.	1.80	585.00
03/11/26	William J. Williams	Draft IMT comments related to CPD productions for compliance assessments for Consent Decree.	2.00	750.00
03/11/26	William J. Williams	Conference with Office of the Attorney General regarding Supervision section compliance with the Consent Decree	1.00	375.00
03/12/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, and meeting agendas.	0.80	316.00
03/12/26	Alex J. Becker	Reviewed and analyzed City and CPD document productions for compliance assessments for Consent Decree.	0.10	39.50
03/12/26	Alex J. Becker	Reviewed materials and document productions related to Crisis Intervention section.	0.20	79.00
03/12/26	Alex J. Becker	Reviewed and managed IMT deadlines and updated list of productions and outstanding items related to Crisis Intervention section.	0.10	39.50
03/12/26	Alex J. Becker	Preparation for IMT Crisis Intervention section meeting.	0.20	79.00
03/12/26	Alexander S. Birkhold	Draft and revise use of force methodologies to update for compliance assessments.	0.50	225.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 14 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/12/26	Alexander S. Birkhold	Participate in meeting with IMT members to discuss ongoing use of force projects.	0.20	90.00
03/12/26	Alexander S. Birkhold	Develop data plan for use of force section.	1.40	630.00
03/12/26	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
03/12/26	Anthony-Ray Sepulveda	Meeting 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	3.50	1,575.00
03/12/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	1.30	585.00
03/12/26	Brianne E. Megahan	Attending meeting with members of the IMT and COPA.	0.80	260.00
03/12/26	Kaitlin Grace Klamann	Participated in in-person traffic stop stipulation negotiations and discussions at Taft.	4.00	1,800.00
03/12/26	Maggie Hickey	Meeting with A. Slagel, J. Thompson and R. Monroe regarding Consent Decree compliance assessment issues.	0.50	250.00
03/12/26	Maggie Hickey	IMT leadership meeting regarding strategies for finalizing IMR-13.	1.00	500.00
03/12/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	0.80	400.00
03/12/26	Maggie Hickey	Follow up Traffic Stop meeting with CPD, CCPSA and OAG and discussions with City's counsel.	4.50	2,250.00
03/12/26	Vyasa Babu	Revising IMR-13 draft intro for Community Policing and Impartial Policing sections of Consent Decree.	3.30	1,072.50
03/12/26	William J. Williams	Conference with IMT Supervision section related to CPD deliverables related to	1.00	375.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 15 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Consent Decree compliance.		
03/13/26	Alex J. Becker	Reviewed and analyzed materials and reformatted methodologies related to Crisis Intervention and Data sections for purposes of developing compliance sustainment plans.	1.10	434.50
03/13/26	Alex J. Becker	Reviewed and managed IMT deadlines and updated list of productions and outstanding items related to Crisis Intervention section.	0.10	39.50
03/13/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, and IMT deadlines.	0.30	118.50
03/13/26	Alexander S. Birkhold	Correspond with associate monitors, IMT members, and analysts regarding ongoing use of force projects.	0.20	90.00
03/13/26	Alexander S. Birkhold	Analyze and identify gaps to develop additional data plan regarding use of force section.	3.30	1,485.00
03/13/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team and the Office of the Illinois Attorney General regarding general updates	0.40	180.00
03/13/26	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
03/13/26	Kaitlin Grace Klamann	Drafted summary memorandum to parties of status of negotiations on traffic stop stipulation.	2.50	1,125.00
03/13/26	Maggie Hickey	Weekly meeting with OAG regarding Consent Decree issues.	0.50	250.00
03/16/26	Alex J. Becker	Reviewed and managed IMT deadlines and updated list of productions and outstanding items related to Crisis Intervention section.	0.10	39.50
03/16/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention section, draft IMT comments, document productions, and upcoming IMT deadlines.	0.30	118.50

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 16 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/16/26	Alexander S. Birkhold	Analyze and review use of force productions and methodologies and develop use of force data plan.	4.10	1,845.00
03/16/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	1.00	450.00
03/16/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Police Department regarding general updates	0.20	90.00
03/16/26	Kaitlin Grace Klamann	Weekly meeting with associate monitor and CNA consultant assigned to investigatory stops.	1.00	450.00
03/16/26	Maggie Hickey	Weekly meeting with CPD regarding compliance with Consent Decree.	0.50	250.00
03/16/26	Maggie Hickey	IMT leadership check-in regarding IMR-13 report.	1.00	500.00
03/16/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	2.80	1,400.00
03/16/26	Sarah M. Oligmueller	Evaluate new and outstanding Accountability and Transparency productions.	0.40	158.00
03/16/26	Sarah M. Oligmueller	Communications with the IMT and the OAG regarding the Accountability and Transparency section.	0.20	79.00
03/16/26	Stella T. Oyalabu	Analyze training productions for compliance assessments.	0.50	197.50
03/16/26	Stella T. Oyalabu	Attend weekly section meeting for Training and Recruitment, Hiring and Promotions.	0.10	39.50
03/16/26	Vyasa Babu	Revising draft comment letter for IMR-14 production.	4.60	1,495.00
03/17/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, IMR-13 draft and compliance assessments, and reformatted methodologies.	1.30	513.50
03/17/26	Alex J. Becker	Discussion with IMT members regarding IMR-13 compliance assessments related to Crisis Intervention section.	0.50	197.50

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 17 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/17/26	Alex J. Becker	Reviewed and analyzed materials related to Data and Crisis Intervention sections, IMR-13 compliance assessments, reformatted methodologies, and draft IMT comments.	2.50	987.50
03/17/26	Alex J. Becker	Review files related to Data and Crisis Intervention sections for compliance assessments.	0.10	39.50
03/17/26	Alex J. Becker	Revised IMR-13 draft related to Accountability and Transparency section and draft IMT comments related to Data section.	2.00	790.00
03/17/26	Alexander S. Birkhold	Analyze potential gaps in evidentiary standards and data requests to enhance compliance assessment for Consent Decree.	2.40	1,080.00
03/17/26	Alexander S. Birkhold	Draft and revise use of force methodologies.	0.90	405.00
03/17/26	Alexander S. Birkhold	Participate in weekly use of force meeting to evaluate compliance assessment for Consent Decree.	0.70	315.00
03/17/26	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	0.80	360.00
03/17/26	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
03/17/26	Kaitlin Grace Klamann	Reviewed and analyzed C. Lowe's comments on CPD's data plan, added my own comments and returned to C. Lowe for review and comment.	0.70	315.00
03/17/26	Kaitlin Grace Klamann	Received comments back from C. Lowe about data plan, drafted comments on same for data group and sent to A. Becker.	0.30	135.00
03/17/26	Maggie Hickey	Coalition and IMT call regarding Consent Decree compliance.	1.00	500.00
03/17/26	Maggie Hickey	Meeting with ARS and A. Becker re IMR-13.	0.50	250.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 18 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/17/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	3.20	1,600.00
03/17/26	Vyasa Babu	Discussing management for IMR-14 compliance assessments.	1.00	325.00
03/18/26	Alex J. Becker	Drafted and revised IMR-13 paragraph assessment related to Crisis Intervention section.	1.20	474.00
03/18/26	Alex J. Becker	Reviewed and analyzed materials related to Data and Crisis Intervention sections for compliance assessments.	0.50	197.50
03/18/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, IMR-13 report revisions, and draft IMT comments.	1.20	474.00
03/18/26	Alexander S. Birkhold	Analyze and review use of force methodologies to develop related data plan.	1.50	675.00
03/18/26	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	0.10	45.00
03/18/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.10	45.00
03/18/26	Anthony-Ray Sepulveda	Preparing for meetings with the Independent Monitoring Team and the parties to the Consent Decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office) regarding stops by the Chicago Police Department	1.90	855.00
03/18/26	Maggie Hickey	Investigator Stops meeting with IMT/OAG monthly meeting.	1.00	500.00
03/18/26	Maggie Hickey	Monthly IMT/OAG/CPD Training section of Consent Decree meeting.	1.00	500.00
03/18/26	Maggie Hickey	CPD monthly with IMT/OAG regarding Community Policing.	1.00	500.00
03/18/26	Maggie Hickey	Review with A. Sepulveda draft traffic stop memo.	0.70	350.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 19 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/18/26	Maggie Hickey	Review CIT compliance assessments for IMR-13.	0.60	300.00
03/18/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	2.60	1,300.00
03/18/26	Sarah M. Oligmueller	Communications with IMT regarding Accountability and Transparency productions.	0.20	79.00
03/18/26	Stella T. Oyalabu	Prepare comments to training productions.	0.30	118.50
03/18/26	Stella T. Oyalabu	Attend monthly IMT/OAG/CPD Training meeting.	0.70	276.50
03/18/26	Vyasa Babu	Weekly IMT Impartial Policing and Community Policing update	0.50	162.50
03/18/26	Vyasa Babu	Monthly IMT/OAG/CPD Impartial Policing update	1.30	422.50
03/18/26	William J. Williams	Conference with Training Section and Office of the Attorney General regarding CPD productions related to the Consent Decree	1.00	375.00
03/18/26	William J. Williams	Conference with IMT Supervision section and CPD regarding Consent Decree productions	0.50	187.50
03/19/26	Alex J. Becker	Communications with IMT members related to Data and Crisis Intervention sections, document productions, IMR-13 report, IMT deadlines, and outstanding items.	1.30	513.50
03/19/26	Alex J. Becker	Reviewed and analyzed City, CPD, and OEMC document productions related to Crisis Intervention section.	0.50	197.50
03/19/26	Alex J. Becker	Reviewed communication from CPD and monthly meeting agenda related to Crisis Intervention section.	0.10	39.50
03/19/26	Alex J. Becker	Reviewed and managed IMT deadlines and updated list of productions and outstanding items related to Crisis Intervention section.	0.10	39.50
03/19/26	Alex J. Becker	Reviewed portions of 668 monthly meeting notes related to Data section.	0.20	79.00
03/19/26	Alex J. Becker	Drafted and revise updated IMR-13 report	1.00	395.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 20 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		related to Crisis Intervention section.		
03/19/26	Alex J. Becker	Reviewed and analyzed internal notes and comments on document productions related to Data and Crisis Intervention sections.	0.30	118.50
03/19/26	Alexander S. Birkhold	Participate in Monthly IMT/OAG/CPD: De-Escalation, Response to Resistance and Use of Force meeting.	1.10	495.00
03/19/26	Alexander S. Birkhold	Develop data plan for the use of force section.	2.20	990.00
03/19/26	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	2.80	1,260.00
03/19/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	0.90	405.00
03/19/26	Kaitlin Grace Klamann	Reviewed paragraph 843 memo and methodology in preparation for meeting with the parties on same.	0.20	90.00
03/19/26	Kaitlin Grace Klamann	Participated in meeting with parties about paragraph 843 study and IMT's methodology for same.	0.80	360.00
03/19/26	Maggie Hickey	IMT leadership meeting regarding Consent Decree compliance.	1.50	750.00
03/19/26	Maggie Hickey	Monthly IMT/OAG/CPD: de-escalation, response to resistance and UoF.	1.00	500.00
03/19/26	Maggie Hickey	IMT access check-in meeting with City.	0.50	250.00
03/19/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	2.30	1,150.00
03/19/26	Maggie Hickey	Review and revise traffic stop summary meeting memo.	0.50	250.00
03/19/26	Maggie Hickey	Zoom meeting regarding Para 843 of consent decree methodology with CPD and OAG.	0.80	400.00

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 21 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/19/26	Vyasa Babu	Reviewing Community Policing methodologies to update.	1.50	487.50
03/19/26	William J. Williams	Conference with IMT Supervision sections regarding CPD productions related to the Consent Decree	1.00	375.00
03/20/26	Alex J. Becker	Preparation for Data section meeting regarding compliance assessment.	0.30	118.50
03/20/26	Alex J. Becker	Communications with IMT members regarding Data section, draft IMT comments, and IMT deadlines.	0.20	79.00
03/20/26	Alex J. Becker	Attended IMT Data section meeting regarding compliance assessment.	0.50	197.50
03/20/26	Alex J. Becker	Reviewed and managed IMT deadlines and updated list of productions and outstanding items related to Data and Crisis Intervention sections.	0.10	39.50
03/20/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions for compliance assessment.	0.60	270.00
03/20/26	Alexander S. Birkhold	Draft and revise use of force methodologies, and compliance assessment tool.	0.50	225.00
03/20/26	Alexander S. Birkhold	Analyze and review notes from the public hearing, 668 meeting, and executive sponsor call and develop actions for use of force section.	0.90	405.00
03/20/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team and the Office of the Illinois Attorney General regarding general updates	0.30	135.00
03/20/26	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
03/20/26	Maggie Hickey	Weekly meeting with OAG regarding Consent Decree issues.	0.50	250.00
03/20/26	Maggie Hickey	IMT Observation – FRB, Force Review, Critical Incident – 012, Force Review 012, Critical Incident 005 , and Force Review 005.	1.00	500.00
03/20/26	Maggie Hickey	Review communications and productions	2.50	1,250.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 22 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		of CPD to provide compliance assessments with Consent Decree.		
03/20/26	Stella T. Oyalabu	Analyze training productions for compliance assessment.	0.40	158.00
03/20/26	Stella T. Oyalabu	Draft IMT comments to training production.	1.20	474.00
03/20/26	William J. Williams	Revise draft comments related to Officer Wellness	1.00	375.00
03/22/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	1.20	540.00
03/23/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections regarding compliance.	0.20	79.00
03/23/26	Alex J. Becker	Reviewed memo from City related to Data section.	0.10	39.50
03/23/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Police Department regarding general updates	0.50	225.00
03/23/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	3.80	1,710.00
03/23/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	2.30	1,035.00
03/23/26	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
03/23/26	Kaitlin Grace Klamann	Met with associate monitor and CNA consultant assigned to investigatory stop section to discuss upcoming meetings and deadlines.	1.10	495.00
03/23/26	Maggie Hickey	Weekly meeting with City/CPD regarding compliance assessments with Consent Decree.	0.50	250.00
03/23/26	Maggie Hickey	Associate Monitor meeting with a presentation of CPD 2026 Audit Plan by CPD.	0.90	450.00

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 23 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/23/26	Maggie Hickey	Call with A. Slagel regarding draft IMR-13 and compliance assessments.	0.40	200.00
03/23/26	Maggie Hickey	Call with R. Monroe regarding workforce Allocation study and its intersection with the Consent Decree.	0.50	250.00
03/23/26	Maggie Hickey	Recruitment and Hiring Monthly meeting with CPD, City, IMT and OAG.	0.80	400.00
03/23/26	Maggie Hickey	IMT Community Engagement team meeting to plan community events and biannual survey required by the Consent Decree.	0.50	250.00
03/23/26	Sarah M. Oligmueller	Review new and outstanding Accountability and Transparency productions for compliance.	0.30	118.50
03/23/26	Stella T. Oyalabu	Draft IMT comments to training production.	0.40	158.00
03/23/26	Stella T. Oyalabu	Attend Recruitment and Hiring Committee Meeting with CoC, IMT, and OAG quarterly meeting.	0.50	197.50
03/23/26	Vyasa Babu	Bi-Weekly IMT Community Policing CPD check in to discuss compliance to comport with compliance needs.	0.50	162.50
03/23/26	Vyasa Babu	Reviewing site visit agenda	1.80	585.00
03/24/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, IMR-13 report, and draft IMT comments.	0.30	118.50
03/24/26	Alex J. Becker	Reviewed draft IMT comments related to Data section for compliance.	0.20	79.00
03/24/26	Alex J. Becker	Reviewed second drafts of IMR-13 report related to Data and Crisis Intervention sections submitted to the Parties.	0.30	118.50
03/24/26	Alexander S. Birkhold	Review UOF Executive Sponsor call notes and draft IMR-13 paragraphs related to use of force.	0.40	180.00
03/24/26	Alexander S. Birkhold	Analyze materials and attend MT ISR/UoF/Supervision Monthly Crossover Meeting.	1.00	450.00
03/24/26	Alexander S. Birkhold	Attend weekly use of force meeting to discuss ongoing projects to assess compliance.	0.90	405.00

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 24 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/24/26	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's monitoring report for the thirteenth reporting period	0.20	90.00
03/24/26	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
03/24/26	Kaitlin Grace Klamann	Met with Use of Force and Supervision sections (with Investigatory Stop section) to discuss cross-over items, including reduction in 10% review of ISRs.	0.80	360.00
03/24/26	Maggie Hickey	Call with A. Slagel to discuss compliance issues.	0.40	200.00
03/24/26	Maggie Hickey	Call with R. Monroe regarding Workforce Allocation Study and intersection with the Consent Decree.	0.40	200.00
03/24/26	Maggie Hickey	Meeting with Supt. Snelling, D. O'Malley, and A. Clark-Henson regarding Consent Decree compliance.	0.70	350.00
03/24/26	Maggie Hickey	Monthly Officer Wellness meeting with CPD and OAG regarding IMR-14 compliance.	1.00	500.00
03/24/26	Maggie Hickey	IMT ISR, Use of Force, and Supervision Crossover meeting to discuss supervisor review of ISRs.	0.80	400.00
03/24/26	Stella T. Oyalabu	Attend Monthly RHP Meeting with CoC, IMT, and OAG.	0.60	237.00
03/24/26	Stella T. Oyalabu	Attend weekly section meeting for Training and Recruitment, Hiring and Promotions.	1.00	395.00
03/24/26	Stella T. Oyalabu	Revise and finalize IMT response to training production.	1.00	395.00
03/24/26	William J. Williams	Conference with Office of the Attorney General IMT Supervision, Use of Force, and Training Sections regarding CPD productions related to the Consent Decree	3.00	1,125.00
03/24/26	William J. Williams	Review Draft IMR 13 submitted to parties regarding Supervision section	4.00	1,500.00
03/25/26	Alex J. Becker	Reviewed communications from City and OAG related to Crisis Intervention section.	0.10	39.50
03/25/26	Alex J. Becker	Communications with IMT members related to Data and Crisis Intervention	0.10	39.50

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 25 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		sections and IMR-14 site visits.		
03/25/26	Alexander S. Birkhold	Develop list of audit items and data to evaluate compliance with certain use of force paragraphs.	1.90	855.00
03/25/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	1.40	630.00
03/25/26	Kaitlin Grace Klamann	Reviewed and revised RAS methodology for paragraph 843 study and circulated same to IMT leadership.	0.20	90.00
03/25/26	Maggie Hickey	Call with R. Monroe regarding draft IMR-13 compliance assessment.	0.30	150.00
03/25/26	Stella T. Oyalabu	Attend Recruitment, Hiring and Promotions executive sponsor meeting.	0.50	197.50
03/25/26	Vyasa Babu	Monthly IMT/OAG/CPD Impartial Policing update.	1.00	325.00
03/25/26	Vyasa Babu	Weekly IMT CP/IP update regarding compliance assessments.	0.50	162.50
03/25/26	William J. Williams	Weekly conference with IMT Officer Wellness section regarding compliance assessments.	0.50	187.50
03/25/26	William J. Williams	Review Draft IMR 13 submitted to parties regarding Officer Wellness and Support section	5.00	1,875.00
03/26/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, site visits, and document productions.	0.20	79.00
03/26/26	Alex J. Becker	Reviewed and analyzed City and CPD document productions related to Crisis Intervention and Data sections.	0.20	79.00
03/26/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions to guide compliance assessments.	0.30	135.00
03/26/26	Alexander S. Birkhold	Prepare summary of paragraphs with stalled progress related to the upcoming use of force section site visit.	2.10	945.00
03/26/26	Stella T. Oyalabu	Analyze and draft descriptions for discussion topics for site visit to accelerate compliance.	1.40	553.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 26 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/26/26	Stella T. Oyalabu	Analyze training productions to guide compliance assessments.	0.60	237.00
03/26/26	William J. Williams	Conference with IMT Supervision section, CPD, and the Office of the Attorney General related to the consent decree.	2.00	750.00
03/27/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections and IMT comment deadlines.	0.10	39.50
03/27/26	Alexander S. Birkhold	Prepare agenda and discussion topics for upcoming use of force site visit.	1.80	810.00
03/27/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions to guide compliance assessments.	0.20	90.00
03/27/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team and the Office of the Illinois Attorney General regarding general updates	0.40	180.00
03/27/26	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	0.10	45.00
03/27/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding compliance efforts in the thirteenth and fourteenth reporting periods	2.40	1,080.00
03/27/26	Maggie Hickey	IMT/OAG weekly check-in regarding Consent Decree.	0.50	250.00
03/27/26	Maggie Hickey	Meeting with University of Chicago Crime Lab regarding Leadership training for CPD.	0.60	300.00
03/27/26	Maggie Hickey	IMT leadership meeting regarding finishing IMR-13 and site visit strategies for IMR-14.	1.70	850.00
03/27/26	Maggie Hickey	Review draft comments and communications for Consent Decree compliance.	1.90	950.00
03/27/26	Sarah M. Oligmueller	Communications with the IMT regarding productions, compliance, reports, methodologies, and site visits for the	0.30	118.50

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 27 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
		Accountability and Transparency section.		
03/27/26	Stella T. Oyalabu	Draft additional descriptions for site visit requests to enhance compliance assessments.	0.10	39.50
03/29/26	Alex J. Becker	Communications with IMT members regarding Crisis Intervention section and document productions.	0.10	39.50
03/29/26	Alex J. Becker	Updated internal task list of productions and outstanding items related to Crisis Intervention section.	0.10	39.50
03/30/26	Alex J. Becker	Reviewed and analyzed first drafts of IMT comments related to Data section.	1.00	395.00
03/30/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, draft IMT comments, site visit preparation, and document productions.	1.70	671.50
03/30/26	Alexander S. Birkhold	Draft and revise use of force methodologies and develop data list for related audits.	3.90	1,755.00
03/30/26	Alexander S. Birkhold	Correspond with associate monitor and analyst regarding ongoing use of force projects.	0.10	45.00
03/30/26	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Police Department regarding general updates	0.30	135.00
03/30/26	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records and information from the City of Chicago	0.30	135.00
03/30/26	Kaitlin Grace Klamann	Met with CNA consultant and associate monitor and ISRs and discussed ISR audit and other pending issues.	0.50	225.00
03/30/26	Kaitlin Grace Klamann	Reviewed consent decree and wrote strategy email to C. Lowe re: 3% review of ISRs.	0.40	180.00
03/30/26	Sarah M. Oligmueller	Review new and outstanding Accountability and Transparency productions.	0.30	118.50
03/30/26	Stella T. Oyalabu	Draft additional descriptions for site visit requests to enhance compliance assessments.	0.10	39.50

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 28 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/30/26	Stella T. Oyalabu	Analyze training productions for compliance with Consent Decree.	0.10	39.50
03/30/26	Stella T. Oyalabu	Attend weekly section meeting for Training and Recruitment, Hiring and Promotions.	0.30	118.50
03/31/26	Alex J. Becker	Communications with IMT members regarding Data and Crisis Intervention sections, site visits, and draft IMT comments.	0.40	158.00
03/31/26	Alex J. Becker	Revised IMT comments related to Data section for compliance with Consent Decree.	3.80	1,501.00
03/31/26	Alex J. Becker	Reviewed and analyzed document productions and prior comments related to Data section.	0.60	237.00
03/31/26	Alexander S. Birkhold	Participate in weekly use of force meeting.	0.60	270.00
03/31/26	Alexander S. Birkhold	Analyze and review executive sponsor meeting notes for compliance questions.	0.10	45.00
03/31/26	Alexander S. Birkhold	Analyze and review new and outstanding use of force productions for compliance with Consent Decree.	1.30	585.00
03/31/26	Anthony-Ray Sepulveda	Meeting 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	0.40	180.00
03/31/26	Anthony-Ray Sepulveda	Preparing for meetings with the Independent Monitoring Team and the parties to the Consent Decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office) regarding stops by the Chicago Police Department	1.70	765.00
03/31/26	Maggie Hickey	Meeting with OAG, CPD, and CCPSA regarding negotiation of draft traffic stop stipulation.	1.00	500.00
03/31/26	Maggie Hickey	Call with A. Sepulveda regarding IMT's strategy to resolve disputes about draft traffic stop stipulation.	0.50	250.00
03/31/26	Maggie Hickey	Call with A. Sepulveda regarding compliance assessments and IMR-13.	0.50	250.00

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 29 of 32

<u>Date</u>	<u>Timekeeper</u>	<u>Narrative</u>	<u>Hours</u>	<u>Value</u>
03/31/26	Maggie Hickey	Call with A. Slagel regarding draft traffic stop stipulation.	0.30	150.00
03/31/26	Maggie Hickey	Review communications and productions of CPD to provide compliance assessments with Consent Decree.	1.80	900.00
03/31/26	Stella T. Oyalabu	Draft IMT response to Recruitment, Hiring and Promotions production for compliance assessment.	1.00	395.00
03/31/26	Stella T. Oyalabu	Draft IMT response to Training production.	1.70	671.50
Fee Total			398.80	\$170,202.50

Timekeeper Summary:

		<u>Hours</u>	<u>Rate</u>	<u>Value</u>
Alexander S. Birkhold	Partner	64.60	450.00	29,070.00
Anthony-Ray Sepulveda	Partner	51.30	450.00	23,085.00
Maggie Hickey	Partner	94.60	500.00	47,300.00
Kaitlin Grace Klamann	Of Counsel	19.20	450.00	8,640.00
Alex J. Becker	Associate	66.20	395.00	26,149.00
Brianne E. Megahan	Associate	2.20	325.00	715.00
Sarah M. Oligmueller	Associate	3.50	395.00	1,382.50
Stella T. Oyalabu	Associate	14.30	395.00	5,648.50
Vyasa Babu	Associate	57.50	325.00	18,687.50
William J. Williams	Associate	25.40	375.00	9,525.00
Timekeeper Summary Total		398.80		170,202.50

Current Fees \$170,202.50

For Disbursements:

Professional Service Fees

03/31/26	DAVID ABRAMS - Professional Service Fees March 2026 fees (1.75 hours)	1,137.50
04/01/26	Denise Rodriguez - CPD - Professional Service Fees March 2026 fees (28.75 hours)	4,743.75
04/02/26	Julie Solomon - Professional Service Fees March 2026 fees (21.75 hours)	3,588.75

ArentFox Schiff LLP
Attorneys at Law

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 30 of 32

04/02/26	Cori Lowe Consulting, LLC - Professional Service Fees March 2026 fees (40.25 hours)	6,641.25
04/05/26	Michael Anthony Dirden - Professional Service Fees March 2026 fees (17.25 hours)	2,587.50
04/05/26	Alfred Durham - Professional Service Fees March 2026 fees (31.75 hours)	5,238.75
04/05/26	Paul F. Evans Jr. - Professional Service Fees March 2026 fees (44.75 hours)	7,383.75
04/10/26	The CNA Corporation - Professional Service Fees March 2026 fees	110,886.50
04/12/26	Theron L. Bowman - Professional Service Fees March 2026 fees (74 hours)	18,500.00
	Professional Service Fees	160,707.75

eDiscovery Support Services

03/31/26	ArentFox Schiff LLP eDiscovery services	2,094.00
	eDiscovery Support Services	2,094.00

Disbursement Total

Current Disbursements	\$162,801.75
Total Amount Due This Invoice	\$333,004.25
Prior Balance Due	\$882,594.62
Total Balance Due Upon Receipt	\$1,215,598.87

451895 Maggie Hickey as Independent Monitor Involving the Chicago Police
Department
00000
April 29, 2026

Invoice Number 2538943

Page 31 of 32

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
03/30/26	2529584	402,134.47	0.00	402,134.47
		2,230,025.81	1,347,431.19	882,594.62

Aging:

0-30	31-90	91-180	181-365	366+
402,134.47	456,093.31	6,420.50	17,946.34	0.00



Maggie Hickey as Independent Monitor Involving the
Chicago Police Department

Invoice Number 2538943
Invoice Date 04/29/26
Client Number 451895
Matter Number 00000
Reference Number 17-CV-6260

-- REMITTANCE COPY --

TOTAL AMOUNT DUE THIS INVOICE \$333,004.25

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 2538943

Taxpayer Identification Number: [REDACTED] Due Upon Receipt

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

Date	Hours	Earnings	Comment
David Abrams			
			Discuss AI method and future of it ;
3/6/2026	0.75	\$ 487.50	Respond to question from city about AI
			Prep for and meet with city about
3/19/2026	1	\$ 650.00	methodology

Hourly Rate	650
Total	1.75 \$ 1,137.50

Grand Total	March 2026	\$ 1,137.50
--------------------	------------	-------------

INVOICE

Vendor Name: Denise Rodriguez/Police Reform and Innovation LL
 Remit to Address: ████████████████████
 City: ██████████ State: ██████ Zip: ██████
 Contact Name: Denise Rodriguez
 Phone: ██████████ Email: denise.rodriguez@cpdmonitor

Invoice Date	Invoice Number
4/1/2026	40
Billing Period From:	Billing Period To:
3/1/2026	03/31/2026

Remittance Type Requested: Check EFT

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

LABOR (The description should clearly state the nature of the task performed sufficient to allow the reviewer to determine why it was necessary.)					
Date of Service(From)	Date of Service(To)	Description	Hours <small>(use .25 hr increments)</small>	Add/Delete	
				Add	Del
3/2/2026	3/2/2026	IMT meeting Prep for meeting with Coalition	1	Add	Del
3/3/2026	3/3/2026	Review of draft CP Methodologies	0.5	Add	Del
3/3/2026	3/3/2026	Revisions to CP IMR13 draft	1	Add	Del
3/3/2026	3/3/2026	Prep for and participate in IMT meeting with Coalition	3	Add	Del
3/5/2026	3/5/2026	Weekly IMT IP/CP Meeting	0.5	Add	Del
3/5/2026	3/5/2026	Revisions to CP IMR13 draft	0.5	Add	Del
3/9/2026	3/9/2026	Biweekly IMT AM meeting	1	Add	Del
3/9/2026	3/9/2026	Revisions to IMR 13 IP	1.5	Add	Del
3/9/2026	3/9/2026	prep for and conduct Biweekly meeting with CPD CP	1	Add	Del
3/12/2026	3/12/2026	Review of updated draft IP infro IMR13	0.5	Add	Del
3/18/2026	3/18/2026	Internal IMT IP/CP weekly meeting	0.5	Add	Del
3/18/2026	3/18/2026	Prep for and conduct monthly IMT/OAG/CPD CP meeting	2.5	Add	Del
3/18/2026	3/18/2026	Review of data plan production	1	Add	Del
3/19/2026	3/19/2026	Review of 668 notes	1	Add	Del
3/19/2026	3/19/2026	Review of MOCS Presentation slide deck	0.25	Add	Del
3/19/2026	3/19/2026	Review of 3/10 public hearing notes	1	Add	Del
3/19/2026	3/19/2026	Review of data plan production	1	Add	Del
3/23/2026	3/23/2026	Biweekly AM IMT meeting	1	Add	Del
3/23/2026	3/23/2026	Prep for and conduct Biweekly IMT/CPD CP meeting	0.75	Add	Del
3/25/2026	3/25/2026	Review document production: Workforce Allocation Study: Executive Summary	2	Add	Del
3/25/2026	3/25/2026	Internal IMT IP/CP weekly meeting	0.5	Add	Del
3/25/2026	3/25/2026	Review document production: Community Training Observation Day (CTOD) - Engagement Documentation	0.5	Add	Del
3/25/2026	3/25/2026	Prep for and conduct Monthly IMT/CPD/OAG meeting	2	Add	Del
3/30/2026	3/30/2026	Emails to CPD and IMT re site visit and upcoming meetings	0.25	Add	Del
3/30/2026	3/30/2026	Document production review: Pre-Service Promotional Training – Awards	2	Add	Del
3/30/2026	3/30/2026	Document production review: Mayor’s Office of Community Safety Cabinet Meetings Newsletters (¶18)	1	Add	Del
3/30/2026	3/30/2026	Document production review: 2025 Q4 Community Policing Advisory Panel (CPAP) Report	1	Add	Del
Total Hours			28.75	Rate	\$165.00

Reset Form

Save Form

INVOICE

TOTAL LABOR:	\$4,743.75
---------------------	------------

Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$4,743.75

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: 2026.04.02 08:56:21 -05'00'

Signature

Date

Reset Form

Save Form

Correct amount should be \$3,588.75 (21.75 x 165)

From: [Julie Solomon](#)
 To: [Niles, Jennifer](#)
 Subject: March Invoice
 Date: Thursday, April 2, 2026 6:27:29 PM

This Message Is From an External Sender

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

[Report Suspicious](#)

Thank you!

				\$ -	
CPD	March 2026 Monthly Overview		Invoice Submitted:	Payment Received:	
			Yes	Yes	
Hourly Rate: \$	165.00	Total Hours:	21.75	Total Tax: \$	1,241.63
Tax Rate:	35%	Total Invoiced: \$	3,547.50	Total Net: \$	2,305.88
Date	Description	Hours		Total	
2-Mar	Review OEMC formal comments on policies + updated write-ups on IMR 13, respond to comments + internal/external email	2	\$	330.00	
3/3/26	Internal/external email + phone call re: IMR 14 + phone call re: methodologies	1.5	\$	247.50	
3/4/26	Review revised CIT Report with comments to prep for meeting with IMT/OAG/CPD + internal/external email	1	\$	165.00	
3/5/26	Meeting with the IMT/OAG/CPD re: CIT report + internal weekly CIT meeting + internal/external email	2.25	\$	371.25	
3/6/26	Phone call with RM re: IMR 14 + internal email	1	\$	165.00	
3/9/26	CIT Internal meeting with MH, RM, TB + IMR 14 requests to the City + biweekly dates + internal/external email	1.5	\$	247.50	
3/10/26	Phone call with AB re: response by DC for OEMC agenda items + internal/external email	0.5	\$	82.50	
3/11/26	IMT Access Log In meeting with BC + internal email	1.5	\$	247.50	
3/17/26	Review Data Plan production, cross check paragraphs and draft notes + internal email	1	\$	165.00	
3/18/26	IMR 13 Compliance changes, review ¶¶s + internal email	0.5	\$	82.50	
3/19/26	Review Workforce Allocation Production + CIP Plan response to IMT SOW production + internal email.	1	\$	165.00	
3/23/26	Audit meeting with CPD/All AM meeting + review productions 439286, 266 RR Report + productions 440253, 245, 236, 129, 156, 148, 137, 228, 220, 212, 196, 204, 118, 121, 190, 182, 176, 170, 164 (BCIT asic evals) +Community training observation productions + internal email	3.5	\$	577.50	
3/25/26	Internal/external email	0.25	\$	41.25	
3/26/26	Monthly IMT/OAG/CPD meeting + phone call with BC re: site visit + internal email	1	\$	165.00	
3/30/26	Review production on District Level Review of Foot Pursuits" and the "District Level Review of Firearms and CIT submodules for CPT/LT + develop formal notes-Productions 442732, 731, 728, 725, 724, 723, 722	3	\$	495.00	
3/31/26	Internal email	0.25	\$	41.25	
				\$	-

Julie Solomon, LSCSW, MBA

Associate Monitor
Independent Monitoring Team
Chicago Police Department
[REDACTED]
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
04/02/2026	1002
Billing Period From:	Billing Period To:
3/1/2026	03/31/2026

Remittance Type Requested: Check EFT

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

LABOR (The description should clearly state the nature of the task performed sufficient to allow the reviewer to determine why it was necessary.)					
Date of Service(From)	Date of Service(To)	Description	Hours <small>(use .25 hr increments)</small>	Add/Delete	
3/2/2026	3/2/2026	On-boarding review of ISR documents and updates	1.25	Add	Del
3/2/2026	3/2/2026	IMT Orientation with IMT leadership members	2	Add	Del
3/2/2026	3/2/2026	IMT on-boarding with ISR Associate Monitor transition and updates with ISR documents	0.5	Add	Del
3/4/2026	3/4/2026	Weekly ISR IMT meeting	1	Add	Del
3/4/2026	3/4/2026	On-boarding meeting with Bridgette Bryson	2	Add	Del
3/6/2026	3/6/2026	Review of recent ISR productions, ISR policy suite, and IMR ISR 13	1.25	Add	Del
3/8/2026	3/8/2026	Review of production: CPD Data Plan for ISR	2.5	Add	Del
3/8/2026	3/8/2026	Review of production: CPD Data Plan for ISR	2.75	Add	Del
3/9/2026	3/9/2026	Associate IMT meeting	0.75	Add	Del
3/9/2026	3/9/2026	Review of CPD IMR14 Deliverables Production document, Internal emails ISR team	1.25	Add	Del
3/10/2026	3/10/2026	Court Hearing	1.5	Add	Del
3/10/2026	3/10/2026	CPD Monthly ISR meeting	1	Add	Del
3/11/2026	3/11/2026	Review of production: policy, CPD Monthly ISR meeting slide deck	1.75	Add	Del
3/11/2026	3/11/2026	Internal and external email correspondence, review of ISR policy suite	0.5	Add	Del
3/12/2026	3/12/2026	Internal email for ISR bi-weekly and process, review from CPD Monthly ISR meeting	0.75	Add	Del
3/12/2026	3/12/2026	Internal call with IMT: supervision	0.5	Add	Del
3/15/2026	3/15/2026	Review of production: December 2025 ISR, completed review from CPD monthly ISR meeting, review of production: Workforce Study Executive Summary	1.25	Add	Del
3/16/2026	3/16/2026	Weekly ISR IMT meeting and review of production: December 2025 ISR completion	1.25	Add	Del
3/16/2026	3/16/2026	Review of Consent Decree - ISR and related sections	1.5	Add	Del
3/17/2026	3/17/2026	Call with Lt. Berlage, review of 668 and audit policy for follow-up ISR meeting	1.25	Add	Del
3/18/2026	3/18/2026	CPD monthly ISR meeting	1	Add	Del
3/18/2026	3/18/2026	Review of 2023 Consultant Report, November and December 2025 Paragraph 843 methodologies and methodologies updates	1	Add	Del
3/19/2026	3/19/2026	Parties and internal meeting for Paragraph 843	0.75	Add	Del
3/19/2026	3/19/2026	CPD Monthly Use of Force meeting	1	Add	Del
3/23/2026	3/23/2026	Associate IMT meeting	1	Add	Del
3/23/2026	3/23/2026	CPD ISR check-in	1	Add	Del

Reset Form

Save Form

INVOICE

3/23/2026	3/23/2026	Weekly ISR IMT meeting	1	Add	Del	
3/23/2026	3/23/2026	IMT Dr. Kunard check-in	0.5	Add	Del	
3/23/2026	3/23/2026	Review of ISR production: ISR data, training completion data, IMR14 submissions	1.5	Add	Del	
3/24/2026	3/24/2026	IMT Associate Monitor Monthly meeting	1	Add	Del	
3/25/2026	3/25/2026	Review of District Captain ISR Audit/Internal emails	0.5	Add	Del	
3/25/2026	3/25/2026	Review Draft IMR13, District Captain and supervisory ISR reviews, and ISR data, and internal emails	2.25	Add	Del	
3/30/2026	3/30/2026	Internal IMT emails and updates for ISR paragraphs	0.75	Add	Del	
3/30/2026	3/30/2026	Weekly ISR IMT meeting	0.5	Add	Del	
			Total Hours	40.25	Rate	\$165.00
			TOTAL LABOR:	\$6,641.25		

Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$6,641.25

Invoice Comments/Notes:

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

Cori M. Lowe

Digitally signed by Cori M. Lowe
Date: 2026.04.02 14:40:58 -06'00'

Signature

Date

Reset Form

Save Form

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
4/5/2026	03.26-01
Billing Period From:	Billing Period To:
3/1/2026	03/31/2026

Remittance Type Requested: Check EFT

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

LABOR (The description should clearly state the nature of the task performed sufficient to allow the reviewer to determine why it was necessary.)					
Date of Service(From)	Date of Service(To)	Description	Hours <small>(use .25 hr increments)</small>	Add/Delete	
3/2/2026	3/2/2026	Review department directives, orders SOP proposal	1	Add	Del
3/6/2026	3/6/2026	Review SO3-08, SO3-14	1.5	Add	Del
3/9/2026	3/9/2026	Associate Monitor meeting	0.75	Add	Del
3/11/2026	3/11/2026	A&T Weekly meeting/CPD Access meeting	1	Add	Del
3/11/2026	3/11/2026	Review department log interview records	2	Add	Del
3/12/2026	3/12/2026	Continued review Investigations sustained findings	2	Add	Del
3/15/2026	3/15/2026	Review production failure to identify, CD	2	Add	Del
3/21/2026	3/21/2026	Review prod failure to obtain & confidential cases	2.5	Add	Del
3/24/2026	3/24/2026	Review links to website/ASR	2.5	Add	Del
3/26/2026	3/26/2026	IMT CPD Data meeting	1	Add	Del
3/26/2026	3/26/2026	A&T Weekly meeting	1	Add	Del
Total Hours			17.25	Rate	\$150.00
TOTAL LABOR:			\$2,587.50		

Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$2,587.50

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: 2026.04.05 11:48:54 -05'00'

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
4/5/2026	Chicago
Billing Period From:	Billing Period To:
3/1/2026	3/31/2026

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
3/1/2026	3/1/2026	Reviewing site visit scheduling ,ensuring needed consent decree paragraphs are covered and time is fully utilized	.75
3/2/2026	2/1/2026	Review IMR-13, prepare an agenda for weekly UOF meeting, review COPA report, read Coalition enforcement letter and prepare for Coalition meeting	2 hours
3/3/2026	3/3/2026	CPD weekly meeting with Lts. Berlage and DeFelice and Ms Melendez, Coalition meeting with Monitor and Deputy Monitor	2 hours. 75
3/4/2026	3/4/2026	Review draft of IMR-13	1 hour
3/6/2026	3/6/2026	Reviewing and sending e-mails	.25
3/8/2026	3/8/2026	Review data points for consent decree paragraphs	.50
3/9/2026	3/9/2026	Associate Monitors meeting, 668 meeting with OAG,CPD and IMT, review paragraphs that require data for data section	3 hours
3/10/2026	3/10/2026	Preparation and actual meeting with CPD, Lts. Berlage, Lt DeFelice, reviewing recent revisions to SO3-14, BWC policy, weekly UOF meeting with Ms Melendez and Mr. Birkhead	3 hours
3/11/2026	3/11/2026	Review all paragraphs of consent decree identifying data needs for the consent decree	3 hours
3/12/2026	3/12/2026	FRB discussion with Ms Kunard, review TRRs for today's FRB and monitor FRB virtually, call with OAG M Tresnowski	1 hour .50

3/16/2026	3/16/2026	Call with Ms Melendez and review e-mails	.25
3/17/2026	3/17/2026	Prepare and actual meeting with CPD. Lts Berlage, DeFilice and Ms Melendez, UOF weekly with Mr Birkhead and Ms Melendez with assistance from Ms Melendez attempt to gain access CPD dashboards	3 hours .75
3/18/2026	3/18/2026	Forward following further review UOF data needs	.50
3/19/2026	3/19/2026	Monthly meeting and preparation for UOF with OAG< CPD and IMT	2 hours
3/20/2026	3/20/2026	Review today's FRB cases and attend virtually, organize past FRB cases notes into folder	1 hour .25
3/21/2026	3/21/2026	Review e-mails and research PP157&547 in preparation for meeting with CPD on UOF analysis	1 hour 50
3/22/2026	3/22/2026	Review past IMR reports regarding PP157&547, read executive summary on Resource Allocation	1 hour .50
3/23/2026	3/23/2026	Associate Monitor meeting on audits, continue review of PP157&547	1 hour .50
3/24/2026	3/24/2026	Review COPA year-end report, prepare UOF agenda, participate in UOF weekly with Clark Henson on force analysis, UOF weekly with Mr Birkhead, Ms Melendez, Ms Clements, further efforts on CPD dashboard, ISR/Supervision/ UOF	4 hours
3/25/2026	3/25/2026	Review and revise comments on workforce allocation, attempt access to CPD dashboards, review public UOF and sentiment dashboards	.75
3/26/2026	3/26/2026	At request of CPD elaborate on stalled paragraphs , what is required to advance compliance	2 hours
3/27/2026	3/27/2026	Review Mr Birkhead's comments on stalled paragraphs, make further revisions	1 hour 50
3/29/2026	3/29/2026	Identifying various issues to be addressed at various site visit meetings	1 hour
3/31/2026	3/31/2026	Review materials for CPD and UOF weekly meetings, research and draft a list of issues for COPA to address during site visit, actual meetings with CPD and UOF weekly	5 hours .50

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:			44.75
			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.
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 \$7383.75

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

4/6/2026

Signature

Date



Billing Number: 1499.0007.0003
 Invoice Number: INV-389906

Invoice Date: 04/10/2026

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: 35.77%
 Cumulative Amount Billed: \$375,540.64

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: 05/10/2026
 VAT/Tax ID Number: [REDACTED]

Billing Period From: 03/01/2026
 To: 03/31/2026

	Hours	Rate	Current Amount
CNA Monitoring Team Support Clements, Bridgette M	98.00	146.2200	\$14,329.56
CNA Monitoring Team Support Elliott, Vivian Y	0.00	348.1800	0.00
CNA Monitoring Team Support Felix, Tammy L	60.00	244.6200	14,677.20
CNA Monitoring Team Support Jenkins, Monique	14.50	180.4700	2,616.82
CNA Monitoring Team Support Melendez, Heleana E	120.00	146.2200	17,546.40
CNA Monitoring Team Support Schmitt, Valerie K	43.50	174.3700	7,585.10
CNA Project Director Kunard, Laura L	39.50	281.9300	11,136.24
CNA SME Clancey, Lindsey A	25.00	180.4700	4,511.75
Monitoring Team Support Bennett, John S	19.50	96.7100	1,885.85
V Deputy Monitor R Monroe Public Safety Co	81.00	397.6400	32,208.84
V Laura McElroy McElroy Media Group	9.50	196.5900	1,867.61
V Subcontractor NSTE UIC - Anna Panova	4.50	95.5400	429.93
UIC - Joseph K. Hoereth	3.50	155.0400	542.64
UIC - Norma Ramos	11.00	113.7200	1,250.92
UIC - Richard Rothschild	0.00	61.0500	0.00
UIC - Sam Theno	3.00	41.2200	123.66
Professional Service	532.50		\$110,712.52
Software			\$173.98
Other Direct Costs			\$173.98
Invoice Total			<u>\$110,886.50</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

04/10/2026
 Date



Billing Number: 1499.0007.0003 Project Number: 1499.0007.F538
 Invoice Number: INV-389906 Project Name: CPD Monitor Year 8 Invoice Date: 04/10/2026

Labor Supporting Schedule - T&M

Group Description: Professional Service

Labor Cat Desc	Empl/Vendor	Hours	Rate	Current Amount
MONTS4 CNA Monitoring Team Support	Clements, Bridgette M	98.00	146.2200	\$14,329.56
MONTSP CNA Monitoring Team Support		0.00	348.1800	\$0.00
MONTSP CNA Monitoring Team Support		0.00		\$0.00
MONTS1 CNA Monitoring Team Support	Felix, Tammy L	60.00	244.6200	\$14,677.20
MONTSP CNA Monitoring Team Support		0.00		\$0.00
MONTS4 CNA Monitoring Team Support	Jenkins, Monique	14.50	180.4700	\$2,616.82
MONTSP CNA Monitoring Team Support		0.00		\$0.00
MONTS3 CNA Monitoring Team Support	Melendez, Heleana E	120.00	146.2200	\$17,546.40
MONTSP CNA Monitoring Team Support		0.00		\$0.00
MONTS5 CNA Monitoring Team Support	Schmitt, Valerie K	43.50	174.3700	\$7,585.10
MONTSP CNA Monitoring Team Support		0.00		\$0.00
PJDIR CNA Project Director	Kunard, Laura L	39.50	281.9300	\$11,136.24
MONTSP CNA Monitoring Team Support		0.00		\$0.00
SME CNA SME	Clancey, Lindsey A	25.00	180.4700	\$4,511.75
MONTSP CNA Monitoring Team Support		0.00		\$0.00
MONTS6 Monitoring Team Support	Bennett, John S	19.50	96.7100	\$1,885.85
MONTSP CNA Monitoring Team Support		0.00		\$0.00
DEPMON V Deputy Monitor	R Monroe Public Safety Co	81.00	397.6400	\$32,208.84
MONTSP CNA Monitoring Team Support		0.00		\$0.00
DEPMON V Deputy Monitor		81.00		\$32,208.84
COMMEN V Laura McElroy	McElroy Media Group	9.50	196.5900	\$1,867.61



Billing Number: 1499.0007.0003 Project Number: 1499.0007.F538
Invoice Number: INV-389906 Project Name: CPD Monitor Year 8 Invoice Date: 04/10/2026

Group Description: Professional Service

Labor					
Cat	Desc	Empl/Vendor	Hours	Rate	Current Amount
COMMEN	V	Laura McElroy	9.50		\$1,867.61
SUBN	V	UIC - Anna Panova	4.50	95.5400	\$429.93
Subcontractor NSTE					
SUBN	V	UIC - Joseph K. Hoereth	3.50	155.0400	\$542.64
Subcontractor NSTE					
SUBN	V	UIC - Norma Ramos	11.00	113.7200	\$1,250.92
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	22.00		\$2,347.15
Professional Service			532.50		\$110,712.52



Billing Number: 1499.0007.0003 Project Number: 1499.0007.F538
Invoice Number: INV-389906 Project Name: CPD Monitor Year 8 Invoice Date: 04/10/2026

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	2026/6			\$173.98
Total: Software						<u>\$173.98</u>
Other Direct Costs						<u>\$173.98</u>

Row Labels	Sum of Hours
John Bennett	19.5
Valerie Schmitt	43.5
Tammy Felix	60
Monique Jenkins	14.5
Lindsey Clancey	25
Heleana Melendez	120
Joe Hoereth	3.5
Norma Ramos	11
Sam Theno	3
Anna Panova	4.5
Laura McElroy	9.5
Rodney Monroe	81
Laura Kunard	39.5
Bridgette Clements	98
Grand Total	532.5

Name	Month/ Year	Date	Description of Labor	Hours
Tammy Felix	March 2026	03/02/26	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.	3.00
Tammy Felix	March 2026	03/03/26	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.	2.50
Tammy Felix	March 2026	03/04/26	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

Tammy Felix	March 2026	03/05/26	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. Participated in weekly CP/IP internal team status meeting.	2.50
-------------	------------	----------	---	------

Tammy Felix	March 2026	03/06/26	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
-------------	------------	----------	--	------

Tammy Felix	March 2026	03/09/26	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.	3.00
-------------	------------	----------	--	------

Tammy Felix	March 2026	03/10/26	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.	4.00
-------------	------------	----------	--	------

Tammy Felix	March 2026	03/11/26	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
-------------	------------	----------	--	------

Tammy Felix	March 2026	03/12/26	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.	3.50
-------------	------------	----------	---	------

Tammy Felix	March 2026	03/13/26	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.	2.00
-------------	------------	----------	--	------

Tammy Felix	March 2026	03/16/26	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
-------------	------------	----------	--	------

Tammy Felix	March 2026	03/17/26	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.	2.00
-------------	------------	----------	--	------

Tammy Felix	March 2026	03/18/26	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. Participated in and documented the monthly Community Policing status call with the parties. Updated compliance trackers.	2.50
Tammy Felix	March 2026	03/19/26	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.	2.00
Tammy Felix	March 2026	03/20/26	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
Tammy Felix	March 2026	03/23/26	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.	3.00

Tammy Felix	March 2026	03/24/26	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.	2.00
-------------	------------	----------	--	------

Tammy Felix	March 2026	03/25/26	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. Participated in the weekly CP/IP internal status meeting. Participated in and documented the monthly Impartial Policing status meeting with the parties. Updated compliance trackers.	3.00
-------------	------------	----------	---	------

Tammy Felix	March 2026	03/26/26	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.	3.00
-------------	------------	----------	--	------

Tammy Felix	March 2026	03/27/26	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
Tammy Felix	March 2026	03/30/26	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
Tammy Felix	March 2026	03/31/26	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
Heleana Melendez	March 2026	03/02/26	IMT project management	1.00
Heleana Melendez	March 2026	03/02/26	Develop and update IMT productions/deadlines/compliance trackers	0.25
Heleana Melendez	March 2026	03/02/26	IMT leadership check-in	0.75
Heleana Melendez	March 2026	03/02/26	IMT ISR discussion	2.00
Heleana Melendez	March 2026	03/02/26	Review and track informal production	0.50
Heleana Melendez	March 2026	03/02/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	March 2026	03/02/26	IMR13 UOF revisions	2.00
Heleana Melendez	March 2026	03/02/26	Review CPD 2024 UOF report	0.25
Heleana Melendez	March 2026	03/02/26	Review CPD 2025 training plan	0.25

Heleana Melendez	March 2026	03/02/26	Develop and update IMT productions/deadlines/compliance trackers	0.25
Heleana Melendez	March 2026	03/02/26	IMT project management	0.25
Heleana Melendez	March 2026	03/03/26	UOF executive sponsor call	0.50
Heleana Melendez	March 2026	03/03/26	Develop and review UOF executive sponsor call notes	0.50
Heleana Melendez	March 2026	03/03/26	Review COPA 2025 report	0.50
Heleana Melendez	March 2026	03/03/26	UOF section team check-in	0.50
Heleana Melendez	March 2026	03/03/26	Review Issuance and Replacement of First Aid Kits policy	0.25
Heleana Melendez	March 2026	03/03/26	Review in-car camera policy	0.25
Heleana Melendez	March 2026	03/03/26	Review First Amendment Rights policy	0.25
Heleana Melendez	March 2026	03/03/26	Review 2023 UOF policy suite	0.25
Heleana Melendez	March 2026	03/03/26	Review and track informal production	0.50
Heleana Melendez	March 2026	03/03/26	IMT project management	0.50
Heleana Melendez	March 2026	03/03/26	IMR13 UOF revisions	0.75
Heleana Melendez	March 2026	03/03/26	Review UOF sustainment plan	2.00
Heleana Melendez	March 2026	03/03/26	Systems access discussion	0.50
Heleana Melendez	March 2026	03/03/26	IMR13 UOF revisions	0.25
Heleana Melendez	March 2026	03/03/26	IMT-Coalition meeting	1.50
Heleana Melendez	March 2026	03/03/26	Coalition debrief	0.50
Heleana Melendez	March 2026	03/04/26	IMT project management	0.50
Heleana Melendez	March 2026	03/04/26	IMT project management	1.75
Heleana Melendez	March 2026	03/04/26	Develop and update IMT productions/deadlines/compliance trackers	0.75
Heleana Melendez	March 2026	03/05/26	IMT project management	0.50
Heleana Melendez	March 2026	03/05/26	Review productions to disseminate to team	1.00
Heleana Melendez	March 2026	03/05/26	Deadlines and productions discussion	0.50
Heleana Melendez	March 2026	03/05/26	Develop and update IMT productions/deadlines/compliance trackers	1.00
Heleana Melendez	March 2026	03/05/26	Public hearing prep	0.50
Heleana Melendez	March 2026	03/05/26	IMT website updates	0.50
Heleana Melendez	March 2026	03/05/26	IMT website discussion	0.50
Heleana Melendez	March 2026	03/05/26	Review UOF methodologies	1.00
Heleana Melendez	March 2026	03/05/26	IMT project management	0.50
Heleana Melendez	March 2026	03/05/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	March 2026	03/05/26	Review and track forthcoming productions	0.50
Heleana Melendez	March 2026	03/05/26	IMT project management	0.50

Heleana Melendez	March 2026	03/05/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	March 2026	03/05/26	Review and update informal productions tracker	0.50
Heleana Melendez	March 2026	03/09/26	IMT/City check-in	0.50
Heleana Melendez	March 2026	03/09/26	668 meeting prep	0.50
Heleana Melendez	March 2026	03/09/26	Review informal production for dissemination	0.50
Heleana Melendez	March 2026	03/09/26	Develop and update IMT productions/deadlines/compliance trackers	0.25
Heleana Melendez	March 2026	03/09/26	IMT project management	0.25
Heleana Melendez	March 2026	03/09/26	Develop UOF section priorities and deadlines	0.25
Heleana Melendez	March 2026	03/09/26	BWC review and questions for discussion	0.25
Heleana Melendez	March 2026	03/09/26	668 meeting	2.00
Heleana Melendez	March 2026	03/10/26	UOF executive sponsor call	0.75
Heleana Melendez	March 2026	03/10/26	Develop and review executive sponsor call notes	0.50
Heleana Melendez	March 2026	03/10/26	IMT project management	0.25
Heleana Melendez	March 2026	03/10/26	Review feedback re: district level review program	0.25
Heleana Melendez	March 2026	03/10/26	Update CPIC data tracker	0.25
Heleana Melendez	March 2026	03/10/26	UOF section team check-in	0.75
Heleana Melendez	March 2026	03/10/26	IMT website updates	1.25
Heleana Melendez	March 2026	03/10/26	Review data systems plan	0.25
Heleana Melendez	March 2026	03/10/26	Public Hearing	1.50
Heleana Melendez	March 2026	03/10/26	Develop and review public hearing notes	0.50
Heleana Melendez	March 2026	03/10/26	BWC discussion	0.25
Heleana Melendez	March 2026	03/10/26	IMT project management	0.50
Heleana Melendez	March 2026	03/11/26	IMT project management	1.00
Heleana Melendez	March 2026	03/12/26	IMT project management	0.25
Heleana Melendez	March 2026	03/12/26	Develop and review 668 meeting notes	1.00
Heleana Melendez	March 2026	03/12/26	Review data systems plan	0.25
Heleana Melendez	March 2026	03/12/26	Discuss data systems plan re: UOF data	1.00
Heleana Melendez	March 2026	03/12/26	Review productions to disseminate to team	1.00

Heleana Melendez	March 2026	03/12/26	IMT analyst call	1.00
Heleana Melendez	March 2026	03/12/26	IMT leadership touch base	1.00
Heleana Melendez	March 2026	03/12/26	Deadlines and productions discussion	1.00
Heleana Melendez	March 2026	03/12/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	March 2026	03/13/26	Develop and update IMT productions/deadlines/compliance trackers	0.50
Heleana Melendez	March 2026	03/13/26	IMT project management	0.25
Heleana Melendez	March 2026	03/13/26	Review IMR13 report	2.00
Heleana Melendez	March 2026	03/13/26	Develop and update IMT productions/deadlines/compliance trackers	1.00
Heleana Melendez	March 2026	03/13/26	IMT website updates	0.25
Heleana Melendez	March 2026	03/13/26	IMT project management	0.50
Heleana Melendez	March 2026	03/16/26	IMT project management	0.25
Heleana Melendez	March 2026	03/16/26	Develop and update IMT productions/deadlines/compliance trackers	0.25
Heleana Melendez	March 2026	03/16/26	Review IMR13 UOF draft	0.75
Heleana Melendez	March 2026	03/16/26	Develop UOF section priorities and deadlines	0.25
Heleana Melendez	March 2026	03/16/26	Review BWC informal production	0.25
Heleana Melendez	March 2026	03/16/26	IMT project management	0.50
Heleana Melendez	March 2026	03/16/26	A&T - OAG monthly call	0.25
Heleana Melendez	March 2026	03/17/26	UOF executive sponsor call	1.00
Heleana Melendez	March 2026	03/17/26	Develop and review executive sponsor call notes	0.50
Heleana Melendez	March 2026	03/17/26	Review data plan	0.50
Heleana Melendez	March 2026	03/17/26	UOF section team check-in and debrief	0.75
Heleana Melendez	March 2026	03/17/26	Systems walkthrough with UOF AM	2.00
Heleana Melendez	March 2026	03/17/26	Systems debrief with IMT leadership	0.25
Heleana Melendez	March 2026	03/18/26	Review UOF methodologies	0.50
Heleana Melendez	March 2026	03/18/26	Review TRED DLRP	0.50
Heleana Melendez	March 2026	03/18/26	Monthly IMT/OAG UOF meeting prep	0.50

Heleana Melendez	March 2026	03/18/26	Review UOF meeting read-ahead materials	0.75
Heleana Melendez	March 2026	03/18/26	Update TRED data tracker	2.00
Heleana Melendez	March 2026	03/18/26	IMT project management	0.25
Heleana Melendez	March 2026	03/18/26	Develop and review 668 meeting notes	1.00
Heleana Melendez	March 2026	03/19/26	Review UOF additions to data plan	1.00
Heleana Melendez	March 2026	03/19/26	IMT project management	0.50
Heleana Melendez	March 2026	03/19/26	Review productions to disseminate to team	1.25
Heleana Melendez	March 2026	03/19/26	Monthly IMT/OAG UOF meeting	1.00
Heleana Melendez	March 2026	03/19/26	Deadlines and productions discussion	0.50
Heleana Melendez	March 2026	03/19/26	Develop and update IMT productions/deadlines/compliance trackers	1.00
Heleana Melendez	March 2026	03/19/26	Develop and review monthly UOF call notes	0.75
Heleana Melendez	March 2026	03/20/26	IMT website discussion	0.50
Heleana Melendez	March 2026	03/20/26	IMT project management	1.25
Heleana Melendez	March 2026	03/20/26	Update TRED data tracker	0.50
Heleana Melendez	March 2026	03/20/26	Data section check-in	0.50
Heleana Melendez	March 2026	03/20/26	Analyst touch base	0.75
Heleana Melendez	March 2026	03/20/26	Update UOF compliance tracker	0.75
Heleana Melendez	March 2026	03/20/26	Develop and update IMT productions/deadlines/compliance trackers	0.75
Heleana Melendez	March 2026	03/20/26	Review forthcoming productions	0.50
Heleana Melendez	March 2026	03/23/26	IMT leadership check-in	1.00
Heleana Melendez	March 2026	03/23/26	IMT project management	0.75
Heleana Melendez	March 2026	03/23/26	Develop UOF section priorities and deadlines	0.50
Heleana Melendez	March 2026	03/23/26	Review CTOD production	0.75
Heleana Melendez	March 2026	03/23/26	Develop and update IMT productions/deadlines/compliance trackers	0.25
Heleana Melendez	March 2026	03/23/26	Update UOF compliance tracker	0.25
Heleana Melendez	March 2026	03/23/26	Review IMR13 informal productions	1.00
Heleana Melendez	March 2026	03/24/26	Review informal production for dissemination	0.50
Heleana Melendez	March 2026	03/24/26	UOF executive sponsor call	0.50
Heleana Melendez	March 2026	03/24/26	Site visit discussion	0.75
Heleana Melendez	March 2026	03/24/26	Develop and review executive sponsor call notes	0.50
Heleana Melendez	March 2026	03/24/26	UOF section team check-in and debrief	1.00

Heleana Melendez	March 2026	03/24/26	IMR13 compliance review	1.50
Heleana Melendez	March 2026	03/24/26	UOF/Supervision/ISR crossover call	1.00
Heleana Melendez	March 2026	03/24/26	Site visit prep	2.00
Heleana Melendez	March 2026	03/24/26	IMT project management	0.25
Heleana Melendez	March 2026	03/25/26	Site visit prep	0.75
Heleana Melendez	March 2026	03/25/26	Develop and update IMT productions/deadlines/compliance trackers	0.25
Heleana Melendez	March 2026	03/25/26	Site visit prep	1.00
Heleana Melendez	March 2026	03/25/26	Analyst touch base	1.00
Heleana Melendez	March 2026	03/26/26	IMT project management	0.50
Heleana Melendez	March 2026	03/26/26	Review informal production for dissemination	0.50
Heleana Melendez	March 2026	03/26/26	Deadlines and productions discussion	1.25
Heleana Melendez	March 2026	03/26/26	Review productions to disseminate to team	0.50
Heleana Melendez	March 2026	03/26/26	Develop and update IMT productions/deadlines/compliance trackers	1.25
Heleana Melendez	March 2026	03/26/26	Informal production review	0.25
Heleana Melendez	March 2026	03/26/26	Site visit prep	0.75
Heleana Melendez	March 2026	03/26/26	Develop and update IMT productions/deadlines/compliance trackers	1.50
Heleana Melendez	March 2026	03/26/26	Update UOF compliance tracker	0.50
Heleana Melendez	March 2026	03/27/26	Develop and update IMT productions/deadlines/compliance trackers	1.00
Heleana Melendez	March 2026	03/27/26	IMT project management	0.50
Heleana Melendez	March 2026	03/27/26	TRED DLRP production review	1.00
Heleana Melendez	March 2026	03/27/26	IMT dashboard discussion	0.50
Heleana Melendez	March 2026	03/27/26	Site visit discussion	0.50
Heleana Melendez	March 2026	03/27/26	IMT project management	0.50
Heleana Melendez	March 2026	03/27/26	Site visit prep	1.50
Heleana Melendez	March 2026	03/27/26	Touchbase with IMT leadership	0.75
Heleana Melendez	March 2026	03/27/26	Review UOF site visit updates	0.25
Heleana Melendez	March 2026	03/30/26	IMT project management	1.00
Heleana Melendez	March 2026	03/30/26	IMT leadership check-in	1.00
Heleana Melendez	March 2026	03/30/26	Site visit prep	1.25
Heleana Melendez	March 2026	03/30/26	Site visit discussion	0.25
Heleana Melendez	March 2026	03/30/26	Site visit prep	1.25
Heleana Melendez	March 2026	03/30/26	Review and discuss UOF site visit updates	0.50
Heleana Melendez	March 2026	03/30/26	Review UOF best practices	0.25

Heleana Melendez	March 2026	03/31/26	UOF executive sponsor call and debrief	0.75
Heleana Melendez	March 2026	03/31/26	Develop and review executive sponsor call notes	0.50
Heleana Melendez	March 2026	03/31/26	IMT project management	0.25
Heleana Melendez	March 2026	03/31/26	IMT website updates	0.50
Heleana Melendez	March 2026	03/31/26	UOF section team check-in and debrief	0.75
Heleana Melendez	March 2026	03/31/26	IMT website updates	2.75
Heleana Melendez	March 2026	03/31/26	Site visit prep	0.50
Heleana Melendez	March 2026	03/31/26	Review UOF data requests re: BIA/COPA	0.25
Heleana Melendez	March 2026	03/31/26	Review COPA 2025 report	0.25
Heleana Melendez	March 2026	03/31/26	IMT leadership discussion	1.50
John Bennett	March 2026	03/09/26	Updated data section tracker	1.00
John Bennett	March 2026	03/09/26	Reviewed Data Systems Plan Production	1.00
John Bennett	March 2026	03/11/26	Site visit prep	1.00
John Bennett	March 2026	03/12/26	Analyst check-in meeting, reviewed access to CPD systems	1.00
John Bennett	March 2026	03/12/26	Monthly analyst meeting	1.00
John Bennett	March 2026	03/17/26	Collected IMT comments in response to Data Systems Plan	1.00
John Bennett	March 2026	03/19/26	Collected IMT comments in response to Data Systems Plan	1.00
John Bennett	March 2026	03/20/26	Data section discussion on IMR14	1.00
John Bennett	March 2026	03/20/26	Analyst check-in meeting	1.00
John Bennett	March 2026	03/23/26	Updated data section tracker	0.50
John Bennett	March 2026	03/24/26	Edited comments to Data Systems Plan Production	2.50
John Bennett	March 2026	03/25/26	OWS/Data/Supervision Meeting	0.50
John Bennett	March 2026	03/25/26	Reviewed comments to Data Systems Plan Production	0.50
John Bennett	March 2026	03/26/26	Reviewed and discussed CPD's IMR14 production list	1.00
John Bennett	March 2026	03/26/26	Monthly IMT/CPD/OAG discussion on IMR14	1.00
John Bennett	March 2026	03/27/26	BIA tracker discussion	1.00
John Bennett	March 2026	03/30/26	Updated data section tracker	1.00
John Bennett	March 2026	03/30/26	Updated BIA tracker	1.00
John Bennett	March 2026	03/31/26	Updated BIA tracker	1.00
John Bennett	March 2026	03/31/26	Reviewed comments to Data Systems Plan Production	0.50

Rodney Monroe	March 2026	03/02/26	IMT meeting to discuss Coalition meeting	1.25
Rodney Monroe	March 2026	03/02/26	Weekly meeting w/ Allyson	0.50
Rodney Monroe	March 2026	03/02/26	IMT leadership discussion	2.00
Rodney Monroe	March 2026	03/02/26	RHP internal meeting	0.25
Rodney Monroe	March 2026	03/03/26	Prep for Coalition reviewed relevant paragraphs on UOF	1.25
Rodney Monroe	March 2026	03/03/26	UOF weekly internal meeting	0.50
Rodney Monroe	March 2026	03/03/26	CPD Access systems meeting	1.00
Rodney Monroe	March 2026	03/03/26	Reviewed UOF Executive Sponsor meeting notes	0.25
Rodney Monroe	March 2026	03/03/26	Meeting with IMT/Coalition	2.00
Rodney Monroe	March 2026	03/03/26	Reviewed and discussed updated CP methodologies	1.00
Rodney Monroe	March 2026	03/04/26	Reviewed and noted BWC S03-05 policy	0.75
Rodney Monroe	March 2026	03/04/26	Reviewed A&T updated IMR13 report	1.25
Rodney Monroe	March 2026	03/04/26	ISR weekly internal meeting	1.00
Rodney Monroe	March 2026	03/05/26	Weekly meeting with Allan/JJ/IMT	0.50
Rodney Monroe	March 2026	03/05/26	IMT leadership meeting	1.00
Rodney Monroe	March 2026	03/05/26	CP/IP internal meeting	0.50
Rodney Monroe	March 2026	03/05/26	CIT assessments discussions with IMT/OAG/CPD	0.75
Rodney Monroe	March 2026	03/05/26	Reviewed CPD Administrative Reports in queue	0.50
Rodney Monroe	March 2026	03/05/26	Reviewed IMT proposed 668 agenda and topics	0.25
Rodney Monroe	March 2026	03/05/26	Reviewed 843 methodologies for RAS	0.50
Rodney Monroe	March 2026	03/05/26	CIT internal meeting	1.00
Rodney Monroe	March 2026	03/05/26	Supervision internal meeting	1.50
Rodney Monroe	March 2026	03/06/26	Weekly OAG/IMT meeting	0.50
Rodney Monroe	March 2026	03/06/26	Call with AM J. Solomon to discuss IMR13 writeups	0.75
Rodney Monroe	March 2026	03/06/26	Meeting with IMT/Coalition/OAG/CPD re: Search Warrants and IMT debrief	1.25
Rodney Monroe	March 2026	03/07/26	Reviewed and sent comments on IMT IMR13 draft report	2.75
Rodney Monroe	March 2026	03/07/26	Reviewed CPD revised Consent Decree E-learning	0.75
Rodney Monroe	March 2026	03/09/26	Bi-weekly AM meeting updates	0.75

Rodney Monroe	March 2026	03/09/26	Weekly meeting with IMT/CPD/City	0.50
Rodney Monroe	March 2026	03/09/26	Weekly updates with Allyson and staff	0.50
Rodney Monroe	March 2026	03/09/26	Meeting to discuss CIT IMR13 draft report with Maggie, Bowman	1.00
Rodney Monroe	March 2026	03/09/26	Training internal IMT meeting	0.50
Rodney Monroe	March 2026	03/09/26	668 monthly meeting	2.25
Rodney Monroe	March 2026	03/10/26	Bi-weekly meeting with Superintendent Snelling	0.75
Rodney Monroe	March 2026	03/10/26	Reviewed CPD Data Plan	1.50
Rodney Monroe	March 2026	03/10/26	Reviewed ISR slides for the 3/10 meeting	0.50
Rodney Monroe	March 2026	03/10/26	Settlement Conference	0.75
Rodney Monroe	March 2026	03/10/26	Status Hearing	2.00
Rodney Monroe	March 2026	03/10/26	ISR Monthly meeting	1.00
Rodney Monroe	March 2026	03/10/26	TCAC meeting	1.50
Rodney Monroe	March 2026	03/11/26	Reviewed CPD Administrative Reports in queue	0.50
Rodney Monroe	March 2026	03/11/26	Reviewed UOF Executive Sponsor meeting notes	0.25
Rodney Monroe	March 2026	03/11/26	Meeting with OAG/CPD/IMT to discuss Traffic Stops	2.00
Rodney Monroe	March 2026	03/11/26	Reviewed TRR reports for FRB meeting	1.00
Rodney Monroe	March 2026	03/12/26	Reviewed and noted CP final IMR13 draft	0.75
Rodney Monroe	March 2026	03/12/26	Weekly meeting with Allan/JJ/IMT	0.50
Rodney Monroe	March 2026	03/12/26	Weekly IMT leadership meeting	1.00
Rodney Monroe	March 2026	03/12/26	FRB meeting	0.75
Rodney Monroe	March 2026	03/12/26	Traffic Stop meeting	2.50
Rodney Monroe	March 2026	03/13/26	Weekly meeting with OAG/IMT	0.50
Rodney Monroe	March 2026	03/13/26	Reviewed CPD E05-05 Career Service Rank Promotional Process	1.00
Rodney Monroe	March 2026	03/16/26	Reviewed CPD Cannabis Recognition Training Program noted follow-up questions	0.50
Rodney Monroe	March 2026	03/16/26	Weekly CPD/City/IMT meeting	0.50
Rodney Monroe	March 2026	03/16/26	Reviewed weekly Administrative Report logs	0.50
Rodney Monroe	March 2026	03/17/26	Reviewed notes from UOF Executive Sponsor meeting	0.25
Rodney Monroe	March 2026	03/18/26	ISR Monthly meeting	1.00

Rodney Monroe	March 2026	03/18/26	Reviewed CPD Training pre reads for 3/18/26 meeting	0.50
Rodney Monroe	March 2026	03/18/26	Monthly Training meeting	0.75
Rodney Monroe	March 2026	03/19/26	843 Traffic Stop meeting	0.75
Rodney Monroe	March 2026	03/19/26	IMT leadership meeting	0.75
Rodney Monroe	March 2026	03/19/26	RAS definition review and comments	0.75
Rodney Monroe	March 2026	03/19/26	UOF monthly meeting	1.00
Rodney Monroe	March 2026	03/19/26	Reviewed CIT Response Times and Evaluations	1.00
Rodney Monroe	March 2026	03/20/26	Reviewed TRR's being presented during FRB meeting	0.75
Rodney Monroe	March 2026	03/20/26	Weekly OAG/IMT meeting	0.50
Rodney Monroe	March 2026	03/20/26	Additional review of CPD WFA study for discussion with IMT	1.75
Rodney Monroe	March 2026	03/20/26	FRB meeting	1.00
Rodney Monroe	March 2026	03/23/26	CPD Auditing update presentation	0.50
Rodney Monroe	March 2026	03/23/26	Bi-weekly AM meeting	0.50
Rodney Monroe	March 2026	03/23/26	Weekly meeting with CPD/IMT	0.50
Rodney Monroe	March 2026	03/23/26	Weekly meeting with Allyson	0.50
Rodney Monroe	March 2026	03/23/26	Call with Allyson to discuss FRB, and UOC/SOC Committee meeting	0.50
Rodney Monroe	March 2026	03/23/26	Recruitment and Hiring Committee meeting	0.50
Rodney Monroe	March 2026	03/24/26	Reviewed UOF/A&T Executive Sponsor joint meeting	0.25
Rodney Monroe	March 2026	03/24/26	Monthly RHP Meeting with CoC, IMT, and OAG	0.25
Rodney Monroe	March 2026	03/24/26	Crossover meeting UOF/SUP/ISR	0.75
Rodney Monroe	March 2026	03/24/26	Reviewed ISR Stop Report form for recommendations for analysis	1.00
Rodney Monroe	March 2026	03/24/26	Reviewed commented on Proposed Methodology – Analysis of ISR RAS Narratives	1.00
Rodney Monroe	March 2026	03/25/26	CP/IP internal meeting	0.50
Rodney Monroe	March 2026	03/25/26	Reviewed A&T pre reads for 3/27 meeting	0.25
Rodney Monroe	March 2026	03/25/26	Monthly IP meeting IMT/CPD/OAG	0.50

Rodney Monroe	March 2026	03/25/26	Call with Allyson to discuss laptops for analyst to access CPD systems and scheduling a CP presentation to the Supervision section.	0.50
Rodney Monroe	March 2026	03/25/26	Reviewed sections of IMT IMR13 2nd draft report	2.25
Rodney Monroe	March 2026	03/26/26	Supervision monthly meeting IMT/OAG/CPD	0.75
Rodney Monroe	March 2026	03/26/26	Monthly CIT meeting	0.50
Rodney Monroe	March 2026	03/26/26	Monthly Data meeting	0.50
Rodney Monroe	March 2026	03/27/26	Additional review of IMR13 2nd draft report	1.75
Rodney Monroe	March 2026	03/27/26	Weekly OAG/IMT meeting	0.50
Rodney Monroe	March 2026	03/27/26	IMT leadership meeting	1.50
Rodney Monroe	March 2026	03/27/26	A&T weekly internal meeting	0.50
Rodney Monroe	March 2026	03/30/26	Weekly IMT/City meeting	0.50
Rodney Monroe	March 2026	03/30/26	Calls with Allan and Allyson to discuss IMT system's access	0.50
Rodney Monroe	March 2026	03/30/26	Reviewed District Level Reviews for Command Officials	1.25
Rodney Monroe	March 2026	03/30/26	Reviewed and noted questions on CP and IP compliance tracker	0.50
Laura McElroy	March 2026	03/04/26	Media inquiry and correspondence with team	0.75
Laura McElroy	March 2026	03/05/26	Correspondence with team via email and phone regarding media inquiry	1.25
Laura McElroy	March 2026	03/06/26	Email correspondence with media and team. Sent out notice of public hearing on constant contact	1.50
Laura McElroy	March 2026	03/10/26	Attended public hearing	1.50
Laura McElroy	March 2026	03/12/26	Received media inquiry, email and phone call with team leadership	0.75
Laura McElroy	March 2026	03/16/26	Email correspondence with media outlet and the team	0.75
Laura McElroy	March 2026	03/24/26	Shared article regarding media inquiry, correspondence with the team	0.25
Laura McElroy	March 2026	03/27/26	Email correspondence regarding media inquiry. Call with leadership. Call with reporter, follow up correspondence	2.50

Laura McElroy	March 2026	03/30/26	Follow up regarding media coverage	0.25
Anna Panova	March 2026	03/16/26	Community Engagement Team Management	4.50
Joe Hoereth	March 2026	03/23/26	Community Engagement Team Check In Call	0.50
Joe Hoereth	March 2026	03/10/26	Consent Decree Public Hearing	1.00
Joe Hoereth	March 2026	03/13/26	Review of NORC contract scope of work	1.00
Joe Hoereth	March 2026	03/09/26	Community Engagement Team Check In Call	1.00
Norma Ramos	March 2026	03/02/26	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	March 2026	03/09/26	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.	2.00
Norma Ramos	March 2026	03/16/26	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.	1.00
Norma Ramos	March 2026	03/25/26	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.	4.00

Norma Ramos	March 2026	03/23/26	Attend IMT CET (Community Engagement Team) Bi-Weekly Meeting	0.50
Norma Ramos	March 2026	03/19/26	IMT Consent Decree Public Hearing	1.50
Sam Theno	March 2026	03/05/26	Meet with Heleana to discuss website improvements	0.50
Sam Theno	March 2026	03/19/26	Work on IMT website updates	1.00
Sam Theno	March 2026	03/20/26	Meet with Heleana to discuss website improvements	0.50
Sam Theno	March 2026	03/04/26	Work on IMR infographic	0.50
Sam Theno	March 2026	03/19/26	Work on IMR infographic	0.50
Laura Kunard	March 2026	03/02/26	IMT community meeting prep: 1 IMT leadership team meeting: 1 Associate Monitor meeting: 2	4.00
Laura Kunard	March 2026	03/06/26	OWS IMR-13: 1.5 Data check in: 1 Coalition, City meeting: 1 Methodologies: .5	4.00
Laura Kunard	March 2026	03/07/26	Wellness IMR-13: 1	1.00
Laura Kunard	March 2026	03/09/26	Monthly 668 meeting: 1.5	1.50
Laura Kunard	March 2026	03/12/26	IMT leadership team meeting: 1.5 UOF discussion with AM Evans: .75 FRB observation: .75 Data review: 1	4.00
Laura Kunard	March 2026	03/13/26	Weekly check in call with OAG: .5 Methodologies: .5 IMR-13 reviews: 1	2.00
Laura Kunard	March 2026	03/19/26	IMT weekly leadership team meeting: 1 IMT data access: 1 IMT communications and scheduling: 1	3.00
Laura Kunard	March 2026	03/20/26	Weekly check-in call with OAG: .5 IMR-13, CI: .5 Check in with exec sponsor: .5 Biweekly data call: 1 FRB observations: .5 IMR-13, review: 1	4.00

Laura Kunard	March 2026	03/23/26	Associate Monitor / Audit zoom: 1 Analyst meeting: .5 Weekly check-in call with City: .5 IMR-13: 1	3.00
Laura Kunard	March 2026	03/24/26	Monthly Wellness call with Parties: 1 Meeting with CPD re: wellness report: 1.5 IMR-13:.5	3.00
Laura Kunard	March 2026	03/25/26	Wellness weekly IMT mtg: .5 IMT conversation with Supervision: .5 Production reviews: 1	2.00
Laura Kunard	March 2026	03/26/26	Monthly data meeting with Parties: 1 Monthly Supervision meeting with Parties: 1 IMR-14 reviews: 1	3.00
Laura Kunard	March 2026	03/30/26	Weekly check in call with City: .5 Data section comments: 1.5 Wellness production reviews: 1	3.00
Laura Kunard	March 2026	03/31/26	Conversations with analysts: 1 Production comments: .5 Production reviews: .5	2.00
Valerie Schmitt	March 2026	03/02/26	Weekly internal Training/RHP team call	0.50
Valerie Schmitt	March 2026	03/02/26	ISR Meeting and materials collection	0.50
Valerie Schmitt	March 2026	03/03/26	ISR Meeting and materials collection	2.00
Valerie Schmitt	March 2026	03/04/26	Weekly internal ISR team call and debrief	1.50
Valerie Schmitt	March 2026	03/04/26	IMR-14 Production Tracking Updates	1.00
Valerie Schmitt	March 2026	03/05/26	Review IMR-13 Drafts and Comments from Parties for RHP, Training, ISR	2.00
Valerie Schmitt	March 2026	03/06/26	Weekly Training Executive Sponsor Meeting	0.50
Valerie Schmitt	March 2026	03/06/26	Review Data Systems Plan	1.00
Valerie Schmitt	March 2026	03/09/26	ISR discussion	0.50
Valerie Schmitt	March 2026	03/09/26	Weekly internal Training/RHP team call	0.50

Valerie Schmitt	March 2026	03/09/26	Attend Supervision Evaluation Committee Meeting and Coordinate with IMT leadership/Supervision section	1.00
Valerie Schmitt	March 2026	03/10/26	Public Hearing	1.50
Valerie Schmitt	March 2026	03/10/26	Monthly ISR Meeting with CPD, City and OAG and debriefs	1.00
Valerie Schmitt	March 2026	03/10/26	Monthly TCAC Meeting Observation, notes and debrief	2.00
Valerie Schmitt	March 2026	03/11/26	Biweekly RHP Executive Sponsor Meeting	1.00
Valerie Schmitt	March 2026	03/11/26	ISR Meeting with AM	1.00
Valerie Schmitt	March 2026	03/12/26	Monthly Analyst Coordination Meeting	1.00
Valerie Schmitt	March 2026	03/12/26	ISR Meeting and materials collection	1.00
Valerie Schmitt	March 2026	03/13/26	Weekly Training Executive Sponsor Meeting and follow-up	1.00
Valerie Schmitt	March 2026	03/13/26	Biweekly FTES Executive Sponsor Call	0.50
Valerie Schmitt	March 2026	03/13/26	Review Training Productions from 3/12	0.50
Valerie Schmitt	March 2026	03/16/26	Weekly internal ISR team call	1.00
Valerie Schmitt	March 2026	03/16/26	IMR-14 Production Tracking Updates	1.50
Valerie Schmitt	March 2026	03/18/26	CPD Systems Access Testing - Analyst and Monitor	1.00
Valerie Schmitt	March 2026	03/18/26	Monthly ISR Meeting with CPD, City and OAG and debriefs	1.50
Valerie Schmitt	March 2026	03/18/26	Monthly Training Meeting with City and OAG and debrief with sections	1.50
Valerie Schmitt	March 2026	03/18/26	ISR Historical Policy Review	1.00
Valerie Schmitt	March 2026	03/19/26	843 Methodology Discussion with CPD and OAG	1.00
Valerie Schmitt	March 2026	03/23/26	Biweekly ISR Executive Sponsor Meeting	1.00
Valerie Schmitt	March 2026	03/23/26	ISR Historical Information - ISR Policy Review	1.00
Valerie Schmitt	March 2026	03/23/26	Weekly internal ISR team call	1.00
Valerie Schmitt	March 2026	03/24/26	Monthly RHP Meeting with CoC, IMT, and OAG and notes	0.50

Valerie Schmitt	March 2026	03/24/26	ISR/Supervision/UoF crossover meeting and information sharing	1.00
Valerie Schmitt	March 2026	03/24/26	Weekly internal Training/RHP team call	1.00
Valerie Schmitt	March 2026	03/25/26	ISR Team coordination	1.00
Valerie Schmitt	March 2026	03/26/26	RHP IMR-14 Tracking Updates	2.00
Valerie Schmitt	March 2026	03/27/26	Weekly Training Executive Sponsor Meeting and debrief	1.00
Valerie Schmitt	March 2026	03/27/26	Biweekly FTES Executive Sponsor Call	0.50
Valerie Schmitt	March 2026	03/30/26	Weekly internal Training/RHP team call	1.00
Valerie Schmitt	March 2026	03/30/26	Weekly internal ISR team call	0.50
Valerie Schmitt	March 2026	03/31/26	IMR-14 Production Tracking Updates	2.00
Monique Jenkins	March 2026	03/05/26	CPD Technology Access Meeting w/ IMT Leadership	0.75
Monique Jenkins	March 2026	03/05/26	Review of Training Production	0.50
Monique Jenkins	March 2026	03/05/26	Weekly Supervision team call to discuss productions, requests, and outstanding items	0.75
Monique Jenkins	March 2026	03/11/26	Reviewing Supervision productions	1.00
Monique Jenkins	March 2026	03/12/26	Weekly Supervision team call to discuss productions, requests, and outstanding items	0.75
Monique Jenkins	March 2026	03/12/26	Monthly CNA Analyst Meeting	0.75
Monique Jenkins	March 2026	03/16/26	Review of Data Systems Plan and response	1.00
Monique Jenkins	March 2026	03/18/26	Monthly IMT/OAG/CPD Training Meeting	1.00
Monique Jenkins	March 2026	03/18/26	Call with AM Durham	0.50
Monique Jenkins	March 2026	03/18/26	Bi-Weekly CPD Meeting	0.50
Monique Jenkins	March 2026	03/19/26	Weekly Supervision team call to discuss productions, requests, and outstanding items	0.75
Monique Jenkins	March 2026	03/19/26	Review of Training Production	0.75
Monique Jenkins	March 2026	03/23/26	Supervision Executive Sponsor Meeting	0.50
Monique Jenkins	March 2026	03/23/26	Review of Training Production	0.50

Monique Jenkins	March 2026	03/24/26	IMT ISR/Use of Force/Supervision Crossover Meeting	1.00
Monique Jenkins	March 2026	03/24/26	IMT Training/Supervision Crossover Meeting	0.50
Monique Jenkins	March 2026	03/24/26	Review of Training Production	0.50
Monique Jenkins	March 2026	03/25/26	Weekly Meeting with AM Durham	0.75
Monique Jenkins	March 2026	03/25/26	IMT Data/OSW/Supervision Crossover Meeting	0.50
Monique Jenkins	March 2026	03/25/26	Review of Supervision Production	0.75
Monique Jenkins	March 2026	03/25/26	Meeting with IMT Leadership Team	0.50
Lindsey Clancey	March 2026	03/01/26	CIT/OWS - weekly production check and email	1.00
Lindsey Clancey	March 2026	03/02/26	Forthcoming production and incoming production crosswalk (CIT and OWS)	1.50
Lindsey Clancey	March 2026	03/03/26	IMR14 updates and site visit prep	2.00
Lindsey Clancey	March 2026	03/04/26	OWS and CIT monthly meeting prep, notes clean up, and next steps	1.00
Lindsey Clancey	March 2026	03/09/26	OWS - weekly production check and email	1.00
Lindsey Clancey	March 2026	03/10/26	CIT production check	1.00
Lindsey Clancey	March 2026	03/11/26	CIT IMT Access Logs and Updates	2.00
Lindsey Clancey	March 2026	03/12/26	IMT Analyst Updates and Site Visit overview	1.50
Lindsey Clancey	March 2026	03/23/26	OWS/CIT - weekly production check and email	1.50
Lindsey Clancey	March 2026	03/24/26	Monthly IMT/OAG Meeting - Officer Wellness, and notes	2.00
Lindsey Clancey	March 2026	03/25/26	OWS/Data/Supervision Crossover, OWS Site Visit prep, CIT Site Visit prep	2.00
Lindsey Clancey	March 2026	03/26/26	Monthly IMT/OAG Meeting - CIT, Site Visit prep	1.00
Lindsey Clancey	March 2026	03/27/26	IMR!4 Site visit prep	1.50
Lindsey Clancey	March 2026	03/29/26	CIT production check; OWS production updates	1.50
Lindsey Clancey	March 2026	03/30/26	OWS - site visit requests review, OWS weekly production email and updates	3.00
Lindsey Clancey	March 2026	03/31/26	CIT and OWS - notes updates and follow-ups	1.50
Bridgette Clements	March 2026	03/01/26	Reviewing production comments and drafts	0.50

Bridgette Clements	March 2026	03/01/26	Reviewing revised methodologies across sections	0.50
Bridgette Clements	March 2026	03/02/26	IMT Project Management	0.50
Bridgette Clements	March 2026	03/02/26	Coalition monthly meeting and prep for meeting	1.25
Bridgette Clements	March 2026	03/02/26	IMT Leadership check-ins	1.25
Bridgette Clements	March 2026	03/02/26	IMR13 report compliance discussions with Leadership	0.25
Bridgette Clements	March 2026	03/02/26	Discussions with ISR section	2.00
Bridgette Clements	March 2026	03/02/26	Review of paragraph compliance in Accountability section	0.75
Bridgette Clements	March 2026	03/03/26	Prep for Coalition meeting	0.50
Bridgette Clements	March 2026	03/03/26	IMT Project Management	1.25
Bridgette Clements	March 2026	03/03/26	Review of Accountability productions	1.25
Bridgette Clements	March 2026	03/03/26	UOF weekly team call	0.75
Bridgette Clements	March 2026	03/03/26	Access discussion with the City/CPD and debrief	1.00
Bridgette Clements	March 2026	03/03/26	IMT Leadership check-ins	1.00
Bridgette Clements	March 2026	03/03/26	Coalition quarterly 669 meeting and debrief	1.75
Bridgette Clements	March 2026	03/04/26	IMT Project Management	1.00
Bridgette Clements	March 2026	03/04/26	Weekly call with Casey McKenzie	0.25
Bridgette Clements	March 2026	03/04/26	Drafting comments for SOP proposal from the City/CPD	1.25
Bridgette Clements	March 2026	03/04/26	ISR weekly team call and briefing with AM	2.75
Bridgette Clements	March 2026	03/04/26	Revising A&T IMR13 report	0.25
Bridgette Clements	March 2026	03/05/26	IMT Project Management	1.00
Bridgette Clements	March 2026	03/05/26	IMT Leadership weekly call	1.25
Bridgette Clements	March 2026	03/05/26	Reviewing productions and disseminating to IMT team	0.75
Bridgette Clements	March 2026	03/05/26	Reviewing A&T production comments	0.25
Bridgette Clements	March 2026	03/05/26	Reviewing paragraph 451 compliance levels	0.50
Bridgette Clements	March 2026	03/05/26	Prep for monthly public hearing	0.50
Bridgette Clements	March 2026	03/05/26	CIT weekly team call	1.00
Bridgette Clements	March 2026	03/05/26	Supervision weekly team call	1.75
Bridgette Clements	March 2026	03/06/26	IMT Project Management	1.25
Bridgette Clements	March 2026	03/06/26	IMT/OAG weekly call	0.50
Bridgette Clements	March 2026	03/06/26	IMT Leadership check-ins	0.50
Bridgette Clements	March 2026	03/06/26	Prep for monthly public hearing	1.50

Bridgette Clements	March 2026	03/06/26	City/Coalition meeting re: Search Warrants and debrief	1.75
Bridgette Clements	March 2026	03/06/26	A&T weekly team call and debrief	0.75
Bridgette Clements	March 2026	03/06/26	Reviewing IMR13 draft reports	0.75
Bridgette Clements	March 2026	03/09/26	Monthly 668 meeting with the Parties and debrief	2.00
Bridgette Clements	March 2026	03/10/26	Monthly Public Hearing with the Parties	1.50
Bridgette Clements	March 2026	03/11/26	Weekly call with Casey McKenzie	0.25
Bridgette Clements	March 2026	03/11/26	IMT Project Management	0.50
Bridgette Clements	March 2026	03/11/26	Reviewing A&T productions reviews by AM	0.50
Bridgette Clements	March 2026	03/11/26	BIA bi-weekly Executive Sponsor call	0.50
Bridgette Clements	March 2026	03/11/26	Troubleshooting access issues to CPD systems	1.75
Bridgette Clements	March 2026	03/11/26	A&T weekly team call	0.50
Bridgette Clements	March 2026	03/12/26	IMT Project Management	1.00
Bridgette Clements	March 2026	03/12/26	IMT Leadership weekly call	1.25
Bridgette Clements	March 2026	03/12/26	Check-ins with analysts	2.00
Bridgette Clements	March 2026	03/12/26	Reviewing IMR13 draft reports	0.25
Bridgette Clements	March 2026	03/12/26	COPA monthly call with the Parties, prep, and debrief	1.25
Bridgette Clements	March 2026	03/12/26	Reviewing productions and disseminating to IMT team	1.75
Bridgette Clements	March 2026	03/13/26	Reviewing IMR13 draft reports	2.00
Bridgette Clements	March 2026	03/16/26	IMT Project Management	0.50
Bridgette Clements	March 2026	03/17/26	Troubleshooting access issues to CPD systems	1.50
Bridgette Clements	March 2026	03/17/26	IMT Project Management	0.50
Bridgette Clements	March 2026	03/18/26	IMT Project Management	1.00
Bridgette Clements	March 2026	03/19/26	Troubleshooting access issues to CPD systems and conversation with the City/CPD and debrief	2.50
Bridgette Clements	March 2026	03/19/26	Paragraph 843 discussion with the Parties and debrief	0.75
Bridgette Clements	March 2026	03/19/26	IMT Leadership weekly call	0.75
Bridgette Clements	March 2026	03/19/26	Reviewing productions and disseminating to IMT team	0.50
Bridgette Clements	March 2026	03/23/26	IMR14 Site Visit Prep	0.50

Bridgette Clements	March 2026	03/23/26	Associate Monitor bi-weekly meeting with presentation from the CPD on the 2026 Audit Plan	1.00
Bridgette Clements	March 2026	03/23/26	IMT/City weekly call	0.25
Bridgette Clements	March 2026	03/23/26	Access discussion with the City/CPD and debrief	1.00
Bridgette Clements	March 2026	03/23/26	IMT Project Management	1.00
Bridgette Clements	March 2026	03/23/26	IMT Leadership check-ins	1.00
Bridgette Clements	March 2026	03/23/26	ISR weekly team call	1.25
Bridgette Clements	March 2026	03/23/26	Reviewing paragraph 547 compliance and relation to UOF and Data sections	0.50
Bridgette Clements	March 2026	03/24/26	IMT Project Management	1.25
Bridgette Clements	March 2026	03/24/26	Reviewing paragraph 843 proposal for methodology	0.25
Bridgette Clements	March 2026	03/24/26	Reviewing production comments and drafts	0.25
Bridgette Clements	March 2026	03/24/26	Reviewing Accountability productions	0.50
Bridgette Clements	March 2026	03/24/26	IMR14 Site Visit Prep	1.50
Bridgette Clements	March 2026	03/24/26	UOF weekly team call	1.00
Bridgette Clements	March 2026	03/24/26	ISR/UOF/Supervision monthly crossover call	1.00
Bridgette Clements	March 2026	03/24/26	Training/RHP Weekly team call	0.75
Bridgette Clements	March 2026	03/25/26	Weekly call with Casey McKenzie	0.50
Bridgette Clements	March 2026	03/25/26	IMT Project Management	0.50
Bridgette Clements	March 2026	03/25/26	OWS weekly team call	0.50
Bridgette Clements	March 2026	03/25/26	CP/IP weekly team call	0.50
Bridgette Clements	March 2026	03/25/26	Data/OWS/Supervision monthly crossover call	0.50
Bridgette Clements	March 2026	03/26/26	IMT Project Management	1.75
Bridgette Clements	March 2026	03/26/26	Reviewing Accountability productions	1.75
Bridgette Clements	March 2026	03/26/26	Reviewing productions and disseminating to IMT team	1.75
Bridgette Clements	March 2026	03/26/26	Supervision monthly call with the Parties	0.75
Bridgette Clements	March 2026	03/26/26	CIT monthly call with the Parties and debrief	0.75
Bridgette Clements	March 2026	03/26/26	Data monthly call with the Parties	0.75
Bridgette Clements	March 2026	03/27/26	Discussion with analyst regarding tracking data	1.00
Bridgette Clements	March 2026	03/27/26	IMT Project Management	2.00
Bridgette Clements	March 2026	03/27/26	IMT/OAG weekly call	0.50
Bridgette Clements	March 2026	03/27/26	A&T weekly team call	0.50

Bridgette Clements	March 2026	03/27/26	IMT Leadership weekly call	1.50
Bridgette Clements	March 2026	03/27/26	Discussion regarding related paragraphs across the Consent Decree	1.25
Bridgette Clements	March 2026	03/27/26	IMR14 Site Visit Prep	0.25
Bridgette Clements	March 2026	03/30/26	IMT Project Management	1.00
Bridgette Clements	March 2026	03/30/26	IMT/City weekly call	0.25
Bridgette Clements	March 2026	03/30/26	IMT Leadership check-ins	1.00
Bridgette Clements	March 2026	03/30/26	ISR weekly team call	0.50
Bridgette Clements	March 2026	03/30/26	IMR14 Site Visit Prep	1.00
Bridgette Clements	March 2026	03/30/26	Training/RHP Weekly team call	0.25
Bridgette Clements	March 2026	03/31/26	IMR14 Site Visit Prep	1.75
Bridgette Clements	March 2026	03/31/26	IMT Project Management	1.00
Bridgette Clements	March 2026	03/31/26	UOF weekly team call	0.50
Bridgette Clements	March 2026	03/31/26	Reviewing A&T methodologies for IMR14	1.00
Bridgette Clements	March 2026	03/31/26	IMT Leadership check-ins	0.75

TLBSI- 2026118



Issue date: 04/12/2026

Due date: 05/12/2026

Bill from

The Bowman Group, Dr. Theron Bowman



Bill to

Arent Schiff Fox Law

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

Your Invoice

ITEM TYPE	DESCRIPTION	QUANTITY	UNIT PRICE	AMOUNT
Service	03/02/2026 - Chicago PD CD - Meeting - Cori Lowe Orientation	0.25	USD250.00	USD62.50
Service	03/02/2026 - Chicago PD CD - Meeting - IMT Prep for Coalition Call	1.00	USD250.00	USD250.00
Service	03/02/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	0.25	USD250.00	USD62.50
Service	03/02/2026 - Chicago PD CD - Meeting - Leadership Call - Evaluation Discussion	0.50	USD250.00	USD125.00
Service	03/02/2026 - Chicago PD CD - Review and respond to messages - Please send this to Judge Rebecca Pallmeyer. Nobody in Chicago still has done nothing, Productions and Reminders, latest IMT curriculum and training standards, Use of Force Outstanding Items: 3/2/2026, Crisis Intervention section review of IMR-13 compliance based on City's comments, 2026.03.02 IMT No Objection Notice - Misdemeanor Arrest & ANOV Analysis, DRAFT IMT Comments - OEMC Revised 2025 CIT Annual Policy Review (please , IMT Outstanding Items for A&T as of 3/2/2026, 451 Draft email to send, Comment Letter - OEMC 8-, Prep for Coalition Call,	1.50	USD250.00	USD375.00
Service	03/03/2026 - Chicago PD CD - Review and respond to messages - Prep for Coalition Call, 451 Draft email to send, UOF Executive Sponsor Call Notes: 3/3/2026, Accountability Meeting Notes, In Service Supervisor Training 2026 CPD Leadership Training Program, Informal Production: In-Service Supervisor Training 2026 CPD Leadership , March 2026	1.75	USD250.00	USD437.50

Proposed 668 Agenda, Monthly IMT/OAG: CIT -
follow up discussion

Service	03/04/2026 - Chicago PD CD - Review and respond to messages - 2026 Audit Plan Meeting, Revised IMR-13 UOF Drafts, (IN-PERSON & VIRTUAL), Re: Monthly IMT/OAG: CIT -follow up discussion , Updated Drafts of Crisis Intervention IMR-13 Intro and Appendix, Updated RAS Methodology, IMR13 A&T Revisions, DRAFT IMT Comments - CPD's Proposal on SOPs	1.25	USD250.00	USD312.50
Service	03/05/2026 - Chicago PD CD - Document review - Review Consent Decree eLearning – revised production	1.00	USD250.00	USD250.00
Service	03/05/2026 - Chicago PD CD - Document review - Review and respond to comments from the Parties on our draft IMR-13	2.00	USD250.00	USD500.00
Service	03/05/2026 - Chicago PD CD - Meeting - IMT Leadership Meeting	1.00	USD250.00	USD250.00
Service	03/05/2026 - Chicago PD CD - Meeting - IMT/OAG Feedback ref CIT	0.75	USD250.00	USD187.50
Service	03/05/2026 - Chicago PD CD - Review and respond to messages - Comments from the Parties on our draft IMR-13, 3/10/26 Settlement Conference Draft Agenda, In Service Supervisor Training 2026 CPD, Informal Production: In-Service Supervisor Training 2026 CPD Leadership, IMT Productions: March 5, 2026, Updated RAS Methodology, 9 March 2026 - Weekly Recruit Schedule, TCAC MEETING REMINDER MARCH 10, 2026, Comments from the Parties on our draft IMR-13, 2026 Audit Plan Meeting, Comments from the Parties on our draft IMR-13, March 2026 Proposed 668 Agenda	2.00	USD250.00	USD500.00
Service	03/06/2026 - Chicago PD CD - Document review - Review CPD Data Systems plan for alignment with ¶290	0.50	USD250.00	USD125.00
Service	03/06/2026 - Chicago PD CD - Meeting - Chicago IMT Data Section weekly meeting	0.75	USD250.00	USD187.50
Service	03/06/2026 - Chicago PD CD - Meeting - City/Coalition Meeting: Search Warrants	1.75	USD250.00	USD437.50
Service	03/06/2026 - Chicago PD CD - Meeting - IMT/OAG check in	0.50	USD250.00	USD125.00
Service	03/06/2026 - Chicago PD CD - Meeting - TSG Meets with AM Bowman	0.75	USD250.00	USD187.50

Service	03/06/2026 - Chicago PD CD - Review and respond to messages - latest IMT curriculum and training standards, IMT/OAG Check-in Notes 3/6/2026, IMT Internal Deadlines: March 6 - 15, Meeting availability - City request, Community Policing Virtual Site Visit: Youth, IMT Productions: March 5, 2026, DRAFT Public Hearing Remarks for ReviewCoalition Meeting Notes (1) 669 Quarterly - 3/3/26 (2)	1.50	USD250.00	USD375.00
Service	03/07/2026 - Chicago PD CD - Review and respond to messages - Data Systems Plan: Request for input from all sections	0.25	USD250.00	USD62.50
Service	03/09/2026 - Chicago PD CD - Meeting - (IN-PERSON & VIRTUAL) Consent Decree - 668 Meetings - 2026	2.25	USD250.00	USD562.50
Service	03/09/2026 - Chicago PD CD - Meeting - Associate Monitor Bi-Weekly Meeting with Rodney and T	0.75	USD250.00	USD187.50
Service	03/09/2026 - Chicago PD CD - Meeting - CIT call with Maggie, Rodney, and Julie	0.75	USD250.00	USD187.50
Service	03/09/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	0.50	USD250.00	USD125.00
Service	03/09/2026 - Chicago PD CD - Review and respond to messages - Data Section Update, TCAC Meeting Reminder March 10, 2026, Community Policing Virtual Site Visit: Youth, Productions and Reminders, IMT/City Check-in Notes 3/9/2026, Informal Production: E05-05 , CIT, Use of Force Outstanding Items: 3/9/26, Investigatory Stops: IMT/OAG Monthly Meeting, Proposal	1.50	USD250.00	USD375.00
Service	03/10/2026 - Chicago PD CD - Meeting - 17 cv 6260 - Consent Decree Status Hearing	1.75	USD250.00	USD437.50
Service	03/10/2026 - Chicago PD CD - Meeting - Consent Decree Monthly Settlement Conference - State of Illinois v. City of Chicago; USDC-ND-IL, Case No. 1:17-cv-06260	0.75	USD250.00	USD187.50
Service	03/10/2026 - Chicago PD CD - Meeting - Investigatory Stops: IMT/OAG Monthly Meeting	1.00	USD250.00	USD250.00
Service	03/10/2026 - Chicago PD CD - Meeting - TRAINING COMMUNITY ADVISORY COMMITTEE MEETING(TCAC)	2.00	USD250.00	USD500.00
Service	03/10/2026 - Chicago PD CD - Review and respond to messages - 2026.03.10 - 17 cv 6260 - Consent Decree Public Hearing Agenda, UOF Executive Sponsor Call Notes: 3/10/2026, 2026.03.11 IMT	1.00	USD250.00	USD250.00

Comments - CPD - 2026 Suicide, Webinar host invited you to be panelist for 17 cv 6260 - Consent, DRAFT Public Hearing

Service	03/11/2026 - Chicago PD CD - Meeting - City of Chicago (RHP) + IMT Biweekly Executive Sponsor Meeting	0.25	USD250.00	USD62.50
Service	03/11/2026 - Chicago PD CD - Review and respond to messages - Weekly ISR IMT Internal Meeting, 2026 Meeting Dates for the Recruitment and Hiring, IMT Outstanding Items for A&T as of 3/11/2026	0.50	USD250.00	USD125.00
Service	03/12/2026 - Chicago PD CD - Meeting - IMT Leadership Meeting	1.00	USD250.00	USD250.00
Service	03/12/2026 - Chicago PD CD - Review and respond to messages - Chicago IMT Internal Meeting - Supervision (*Updated*), 16 March 2026 - Weekly Recruit Schedule, IMT Productions: March 12, 2026	0.50	USD250.00	USD125.00
Service	03/13/2026 - Chicago PD CD - Meeting - IMT/OAG Check-in	0.50	USD250.00	USD125.00
Service	03/13/2026 - Chicago PD CD - Review and respond to messages - IMT Tracker Updates: March 13, 2026, IMT Internal Deadlines: March 13 - 22, NOTES from check-in call with OAG, IMR14 Site Visit Requests, Community Training Observation Day - April 11, CPD Consent Decree Paragraph 290, No Objection Letter - OEMC Revised 2025 CIT Annual, Data Systems Plan: Request for input from all sections	1.00	USD250.00	USD250.00
Service	03/16/2026 - Chicago PD CD - Meeting - IMR13 Report: Leadership Check-In	1.00	USD250.00	USD250.00
Service	03/16/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	0.25	USD250.00	USD62.50
Service	03/16/2026 - Chicago PD CD - Meeting - Prepared for scheduled weekly check in call with Allyson	0.25	USD250.00	USD62.50
Service	03/16/2026 - Chicago PD CD - Review and respond to messages - CPD Consent Decree Paragraph 290, People v. City of Chicago, Case No. 17-cv-6260, Productions and Reminders, Monthly IMT/OAG: Community Policing Meeting , IMT Outstanding Items for A&T as of 3/16/2026, Use of Force Outstanding Items: 3/16/2026, Public Hearing Notes: 3/10/2026	1.00	USD250.00	USD250.00
Service	03/17/2026 - Chicago PD CD - Review and respond to messages - UOF Executive Sponsor Call Notes:	0.25	USD250.00	USD62.50

3/17/2026

Service	03/18/2026 - Chicago PD CD - Meeting - Call with Valerie to check CPD systems access	0.50	USD250.00	USD125.00
Service	03/18/2026 - Chicago PD CD - Meeting - Monthly IMT/OAG: Community Policing	1.25	USD250.00	USD312.50
Service	03/18/2026 - Chicago PD CD - Meeting - Monthly IMT/OAG: Training	0.75	USD250.00	USD187.50
Service	03/18/2026 - Chicago PD CD - Review and respond to messages - March Monthly IMT/OAG: Training, Subject: Reminder: 13 Days Left to Sign Up – Community Training, IMT Weekly Internal Meetings - Training/RHP, IMT 668 Monthly Meeting Notes: 3/9/2026	0.75	USD250.00	USD187.50
Service	03/19/2026 - Chicago PD CD - Meeting - IMT Leadership Meeting	0.75	USD250.00	USD187.50
Service	03/19/2026 - Chicago PD CD - Meeting - ¶843 Methodology Discussion	0.75	USD250.00	USD187.50
Service	03/19/2026 - Chicago PD CD - Review and respond to messages - IMT Weekly Internal Meetings - Training/RHP, Updated RAS Methodology, 2026.03.19 - Summary of Party Positions on Traffic Stop, New Report: Inconsistent Implementation of Citation in Lieu of Arrest in Chicago and, March 26th IMT/OAG Crisis Intervention Meeting, IMT Productions: March 19, 2026, CPD/IMT/OAG Monthly UOF Call Notes: 3/19/2026	1.00	USD250.00	USD250.00
Service	03/20/2026 - Chicago PD CD - Meeting - IMT/OAG Check-in	0.50	USD250.00	USD125.00
Service	03/20/2026 - Chicago PD CD - Review and respond to messages - Productions and Reminders, IMT Productions: March 5, 2026	0.50	USD250.00	USD125.00
Service	03/23/2026 - Chicago PD CD - Meeting - Associate Monitor Meeting: CPD 2026 Audit Plan Presentation	1.25	USD250.00	USD312.50
Service	03/23/2026 - Chicago PD CD - Meeting - Recruitment and Hiring Committee Meeting with CoC, IMT, and OAG	0.75	USD250.00	USD187.50
Service	03/23/2026 - Chicago PD CD - Meeting - Weekly Check-in with Allyson, follow up call with Rodney	0.50	USD250.00	USD125.00
Service	03/23/2026 - Chicago PD CD - Review and respond to messages - 714/721 discussion, Data Section Update, RE: IMT Productions: March 5, 2026, DRAFT IMT Comments - CPD Consent Decree	2.00	USD250.00	USD500.00

eLearning, OEMC's 4-hour Refresher training production, IMT/City Check-in Notes 3/23/2026, Use of Force Outstanding Items: 3/23/2026, Access email for review, IMT Productions: March 12, 2026, IMT Outstanding Items for A&T as of 3/23/2026, 714/721 discussion, 2026.01.30 DRAFT Independent Monitoring Report 13

Service	03/24/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	1.00	USD250.00	USD250.00
Service	03/24/2026 - Chicago PD CD - Meeting - Monthly RHP Meeting with CoC, IMT, and OAG, and debrief with IMT RHP team	1.00	USD250.00	USD250.00
Service	03/24/2026 - Chicago PD CD - Review and respond to messages - 2026.01.30 DRAFT Independent Monitoring, 714/721 discussion, 2026.01.30 DRAFT Independent Monitoring Report 13, Updated RAS Methodology, DRAFT IMT Comments - CPD Consent Decree eLearning, IMT ISR/UoF/Supervision Monthly Crossover Meeting, Access email for review, UOF Executive Sponsor Call Notes: 3/24/2026, IMT Productions	2.25	USD250.00	USD562.50
Service	03/25/2026 - Chicago PD CD - Review and respond to messages - 714/721 discussion, Community Policing Virtual Site Visit: Youth, OEMC's 4-hour Refresher training production, Consent Decree - 668 Meetings - 2025, Access email for review, Monthly IMT/OAG: CIT -follow up discussion , Updated RAS Methodology, IMR14 Site Visit Updates, RHP Exec Sponsor Meeting, 25MAR Monthly IMT/OAG: Impartial Policing - Presentation & Agenda, Supervision IMT/OAG Monthly Call	3.00	USD250.00	USD750.00
Service	03/26/2026 - Chicago PD CD - Document review - Reviewed productions/prepared comments on CPD Leadership Training Program	4.00	USD250.00	USD1,000.00
Service	03/26/2026 - Chicago PD CD - Review and respond to messages - Community Policing Virtual Site Visit: Youth, IMT Leadership Meeting, Reminder: 5 Days Left to Sign Up – Community, IMR14 Site Visit Updates, IMT Productions: March 26, 2026, 30 March 2026 - Weekly Recruit Schedule, (Combined) ISDG+Monthly IMT/OAG: Data Collection, FW: Response to Allegations about CCPSA Nominations, CPD's FTEP, 2026.03.26 IMT Comments - CPD - 2026 Suicide	1.50	USD250.00	USD375.00
Service	03/27/2026 - Chicago PD CD - Review and respond to messages - IMT/OAG Check-in Notes 3/27/2026,	1.00	USD250.00	USD250.00

RE: 714/721 discussion, Consent Decree - 668 Meetings - 2025, IMT Tracker Updates: March 27, 2026, IMT Internal Deadlines: March 27-April 5, OAG No Objection - Revised Consent Decree, IMR14 Site Visit Updates

Service	03/30/2026 - Chicago PD CD - Document review - Review/submit comments on Training productions CPD Leadership Training program and CPD E05-05 Career Service Rank Promotional Process policy (RHP). Begin Returning Service Officer (RSO) 105 hour curriculum review.	6.75	USD250.00	USD1,687.50
Service	03/30/2026 - Chicago PD CD - Meeting - IMT Weekly Internal Meetings - Training/RHP	0.50	USD250.00	USD125.00
Service	03/30/2026 - Chicago PD CD - Meeting - Weekly Check-in with Allyson, follow up call with Rodney	0.25	USD250.00	USD62.50
Service	03/30/2026 - Chicago PD CD - Review and respond to messages - WTTW story, IMT/City Check-in Notes 3/30/2026, Data Section Update, IMR14 Site Visit Updates, Productions and Reminders, IMT Outstanding Items for A&T as of 3/30/2026, Use of Force Outstanding Items: 3/30/2026	2.25	USD250.00	USD562.50
Service	03/31/2026 - Chicago PD CD - Review and respond to messages - 714/721 discussion, Comments on CPD Productions, UOF Executive Sponsor Call Notes: 3/31/2026, Consent Decree - 668 Meetings - 2025, DRAFT IMT No Objection Notice - OPSA E05-05 Career	1.25	USD250.00	USD312.50
			SUBTOTAL	USD18,500.00
			TOTAL	USD18,500.00

eDiscovery Fees



Period: 3/1/2026 to 3/31/2026

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

Name	Date	Description	Activity	Hours	Units	Rate	Total
	3/31/2026	Review - \$12 per GB, per month	E411		114.92	12.00	1,379.04
	3/31/2026	Review - \$12 per GB, per month	E411		59.58	12.00	714.96
Total							\$2,094.00