

Maggie Hickey as Independent Monitor Involving the
Chicago Police Department

January 31, 2020
Invoice # 2419803
Matter # 51895-0000

FOR PROFESSIONAL SERVICES RENDERED
THROUGH December 31, 2019 in connection with
CPD Monitor

Total Fees	\$117,035.00
Total Disbursements/Charges	<u>103,383.42</u>
Total Current Invoice	<u>\$220,418.42</u>
Previous Balance from Last Billing Period	\$330,769.59
Less Payments Since Last Billing Period	<u>\$0.00</u>
Total Amount Due	<u>\$551,188.01</u>

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FOR OUR PROFESSIONAL SERVICES RENDERED THROUGH
December 31, 2019 in connection with CPD Monitor

			HOURS	RATE	AMOUNT
12/2/19	Ariel R. Hairston	Met with certain team members to discuss our review process for informally produced documents. Read articles covering CPD incidents related to accountability and transparency.	.50	360.00	180.00
12/2/19	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)	.25	395.00	98.75
12/2/19	Maggie Hickey	Weekly call with CPD and City regarding outstanding data requests and upcoming meetings; review materials for community/coalition meetings; review responsive data and check in with Associate Monitor.	3.50	500.00	1,750.00
12/2/19	Meredith R.W. DeCarlo	Review information regarding police use of force (body slam).	.50	395.00	197.50
12/3/19	Kirstie Brenson	Test access to various team platforms.	.25	360.00	90.00

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			HOURS	RATE	AMOUNT
12/3/19	Ariel R. Hairston	Discussed with certain team members our response to certain CPD productions. Determined which monitoring applications I can access. Circulated my response to the team. Began drafting our response to a certain CPD production.	3.25	360.00	1,170.00
12/3/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding policy review	.25	395.00	98.75
12/3/19	Anthony-Ray Sepulveda	Settlement conference with Judge Robert Dow, the Independent Monitor, and the Parties to the consent decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office)	2.50	395.00	987.50
12/3/19	Anthony-Ray Sepulveda	Meeting with members of the Independent Monitoring Team regarding community engagement and policy review	1.50	395.00	592.50
12/3/19	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)	1.75	395.00	691.25
12/3/19	Derek G. Barella	Follow up research to telephone conference with City and IAG representatives regarding status of collective bargaining negotiations.	1.00	450.00	450.00

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12/3/19	Ryan Darby	Download new production documents received from the City and coordinate with our eDiscovery vendor to load to Relativity	.50	330.00	165.00
12/3/19	Maggie Hickey	Teleconferences regarding methodologies for paragraphs pertaining to City; prepare for and attend meeting with Interim Superintendent Beck; and review materials relating to paragraph 488.	4.50	500.00	2,250.00
12/3/19	Meredith R.W. DeCarlo	Review information relating to IMT site visit and Superintendent Johnson.	.50	395.00	197.50
12/3/19	Meredith R.W. DeCarlo	Draft and revise comments on pre-service promotional training materials.	2.00	395.00	790.00
12/4/19	Kirstie Brenson	Conference with M. DeCarlo re BIA pamphlet.	.50	360.00	180.00
12/4/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's methodologies	3.00	395.00	1,185.00
12/4/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding methodologies	1.00	395.00	395.00
12/4/19	Anthony-Ray Sepulveda	Meeting with members of the Independent Monitoring Team regarding general updates	1.75	395.00	691.25
12/4/19	Anthony-Ray Sepulveda	Meeting with the Independent Monitor, Deputy Monitors, and other members of the Independent Monitoring Team regarding general updates	.75	395.00	296.25

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			HOURS	RATE	AMOUNT
12/4/19	Meredith R.W. DeCarlo	Communicate within the IMT regarding draft comments on sergeant and lieutenant field observation training materials and questions regarding comments on Use of Force training materials.	2.00	395.00	790.00
12/4/19	Meredith R.W. DeCarlo	Draft and revise comments on sergeant and lieutenant field observation training materials.	2.00	395.00	790.00
12/4/19	Max Heckendo rn	Draft email summary of data issues in other CPD report for A. Sepulveda.	.50	415.00	207.50
12/4/19	Maggie Hickey	Review materials for Coalition meeting; review CPD data and check in with Associate Monitors; attend meeting with the Coalition.	5.50	500.00	2,750.00
12/4/19	Meredith R.W. DeCarlo	Communicate within the IMT regarding pamphlet on reporting police misconduct.	.25	395.00	98.75
12/5/19	Kirstie Brenson	Meet with A. Sepulveda, M. DeCarlo, and A. Hairston re team strategy and upcoming deadlines.	2.00	360.00	720.00
12/5/19	Ariel R. Hairston	Continued drafting our response to a certain CPD production, incorporating comments from various team members.	4.50	360.00	1,620.00
12/5/19	Ariel R. Hairston	Met with team members to discuss status updates and workload for the second reporting period.	2.00	360.00	720.00
12/5/19	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	1.75	395.00	691.25

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			HOURS	RATE	AMOUNT
12/5/19	Anthony-Ray Sepulveda	Meeting with members of the Independent Monitoring Team regarding general updates	2.00	395.00	790.00
12/5/19	Anthony-Ray Sepulveda	Reviewing the City of Chicago's draft policy review process for the Civilian Office of Police Accountability	.50	395.00	197.50
12/5/19	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	.50	395.00	197.50
12/5/19	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)	.75	395.00	296.25
12/5/19	Meredith R.W. DeCarlo	Bi-weekly Use of Force call with the Parties.	.75	395.00	296.25
12/5/19	Meredith R.W. DeCarlo	Communicate with A-R Sepulveda, K. Brenson, and A. Hairston regarding overview of current projects (including methodologies, the special report, and IMR-2), upcoming deadlines and tracking thereof (policy reviews and requests), and delegation of tasks. Communicate within IMT regarding comments on Use of Force training materials.	2.75	395.00	1,086.25
12/5/19	Ryan Darby	Download new production data received from the City and coordinate with our eDiscovery vendor to load to Relativity	.50	330.00	165.00

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			HOURS	RATE	AMOUNT
12/5/19	Maggie Hickey	Plan and prepare for upcoming site visit and January Community meeting.	1.50	500.00	750.00
12/5/19	Meredith R.W. DeCarlo	Review Coalition recommendations regarding use of force policies.	.25	395.00	98.75
12/6/19	Ariel R. Hairston	Continued drafting comments to a certain CPD production. Circulated the draft to team members for review. Discussed process with crisis intervention analyst.	1.00	360.00	360.00
12/6/19	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)	1.25	395.00	493.75
12/6/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's methodologies	2.25	395.00	888.75
12/6/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago (including the Civilian Office of Police Accountability) regarding the City of Chicago's proposed review process	.50	395.00	197.50
12/6/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago (including the Chicago Police Department) regarding methodologies	1.25	395.00	493.75

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			HOURS	RATE	AMOUNT
12/6/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the Office of the Illinois Attorney General regarding general updates	.75	395.00	296.25
12/6/19	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	.25	395.00	98.75
12/6/19	Anthony-Ray Sepulveda	Meeting with members of the Independent Monitoring Team regarding methodologies	1.25	395.00	493.75
12/6/19	Maggie Hickey	Telephone conference regarding COPA proposal; teleconference regarding methodologies for paragraphs pertaining to the City; discussion with ACLU regarding CPD resources; and review CPD resources data.	3.50	500.00	1,750.00
12/6/19	Meredith R.W. DeCarlo	Communicate within the IMT regarding comments on sergeant and lieutenant field training materials.	.25	395.00	98.75
12/6/19	Meredith R.W. DeCarlo	Attend and take notes during bi-weekly call regarding COPA.	.75	395.00	296.25
12/7/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's methodologies	1.00	395.00	395.00
12/8/19	Ariel R. Hairston	Communicated with team members regarding their review of our response to a certain CPD production. Submitted to the City our response regarding that CPD production.	.50	360.00	180.00

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			HOURS	RATE	AMOUNT
12/8/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding updated methodologies	1.00	395.00	395.00
12/8/19	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)	.50	395.00	197.50
12/8/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's narrative for its methodologies	3.50	395.00	1,382.50
12/8/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's methodologies	3.75	395.00	1,481.25
12/9/19	Ariel R. Hairston	Attended the officer wellness bi weekly call. Discussed the policy and procedures public comments process with team members.	1.75	360.00	630.00
12/9/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding general updates	.50	395.00	197.50
12/9/19	Anthony-Ray Sepulveda	Meeting with members of the Independent Monitoring Team regarding Training	.25	395.00	98.75
12/9/19	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding Officer Wellness	.50	395.00	197.50
12/9/19	Anthony-Ray Sepulveda	Reviewing Independent Monitoring Team records regarding community engagement efforts	1.00	395.00	395.00

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12/9/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding methodologies	1.00	395.00	395.00
12/9/19	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)	2.25	395.00	888.75
12/9/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding Crisis Intervention Team	1.25	395.00	493.75
12/9/19	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	.75	395.00	296.25
12/9/19	Maggie Hickey	Weekly call with CPD and City regarding outstanding data requests and upcoming meetings; review responsive data and check in with Associate Monitors and CET.	2.50	500.00	1,250.00
12/9/19	Ryan Darby	Download production data received from the City of Chicago and coordinate with our eDiscovery vendor to load to Relativity	.50	330.00	165.00
12/9/19	Meredith R.W. DeCarlo	Communicate with AR Sepulveda regarding Keys Report findings related to CPD data.	.50	395.00	197.50
12/9/19	Meredith R.W. DeCarlo	Bi-weekly call on recruitment, hiring, and promotion.	.50	395.00	197.50
12/9/19	Meredith R.W. DeCarlo	Review documents in preparation for bi-weekly call on recruitment, hiring, and promotion.	.25	395.00	98.75

FEDERAL TAX ID: [REDACTED] Page 10 DUE UPON RECEIPT

THIS STATEMENT CONTAINS INFORMATION PROTECTED BY THE ATTORNEY-CLIENT AND/OR ATTORNEY WORK PRODUCT PRIVILEGES.

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12/10/19	Kirstie Brenson	Participate in bi-weekly Accountability call.	1.00	360.00	360.00
12/10/19	Kirstie Brenson	Call with H. Medlock re CCR Training documents.	.25	360.00	90.00
12/10/19	Ariel R. Hairston	Continued collecting productions not yet uploaded to the Shared Site. Uploaded those productions and updated the tracking sheet to reflect updates. Updated our open items list regarding these productions and circulated them to certain team members.	5.00	360.00	1,800.00
12/10/19	Kirstie Brenson	Update tracking sheet of team deadlines.	.50	360.00	180.00
12/10/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding Data Collection, Review, and Auditing	1.25	395.00	493.75
12/10/19	Anthony-Ray Sepulveda	Developing SharePoint Extranet for the parties to the Consent Decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office)	.25	395.00	98.75
12/10/19	Anthony-Ray Sepulveda	Paragraph 668 meeting with Superintendent of the Chicago Police Department and the Parties to the consent decree (the City of Chicago and the Illinois Attorney General's Office)	2.00	395.00	790.00

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12/10/19	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)	2.00	395.00	790.00
12/10/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's methodologies	1.00	395.00	395.00
12/10/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City regarding methodologies	1.00	395.00	395.00
12/10/19	Maggie Hickey	Follow up methodology call regarding City's paragraphs; monthly 668 meeting with Superintendent Beck; and follow up meeting with Parties regarding outstanding issues.	4.50	500.00	2,250.00
12/10/19	Meredith R.W. DeCarlo	Review information regarding suspension of merit promotion selection process.	.25	395.00	98.75
12/11/19	Ariel R. Hairston	Continued collecting and updating productions for our tracking sheet.	2.00	360.00	720.00
12/11/19	Anthony-Ray Sepulveda	Leadership Meeting with the Independent Monitor, Deputy Monitors, and other members of the Independent Monitoring Team	.75	395.00	296.25
12/11/19	Anthony-Ray Sepulveda	Settlement Conference with Judge Robert Dow Jr, the Independent Monitoring Team, and the Parties to the consent decree (the City of Chicago and the Illinois Attorney General's Office)	1.50	395.00	592.50

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12/11/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's narrative for its methodologies	1.25	395.00	493.75
12/11/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's methodologies	2.75	395.00	1,086.25
12/11/19	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)	1.25	395.00	493.75
12/11/19	Maggie Hickey	IMT Leadership call; Settlement Conference with Judge Dow and Parties regarding COPA; and follow-up on COPA proposals.	5.75	500.00	2,875.00
12/11/19	Ryan Darby	Review and quality check new documents received from the City of Chicago and loaded to Relativity; communicate with case team re same	.25	330.00	82.50
12/11/19	Meredith R.W. DeCarlo	Communicate with A-R Sepulveda regarding IMT coverage of bi-weekly calls.	.50	395.00	197.50
12/12/19	Kirstie Brenson	Review and draft No Objection letter to CCR training documents and correspond with A. Sepulveda and H. Medlock re same.	2.75	360.00	990.00
12/12/19	Kirstie Brenson	Participate in biweekly COPA call.	.50	360.00	180.00

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12/12/19	Ariel R. Hairston	Made additional edits to the tracker after finding several productions. Corresponded with team members regarding our comments to a certain City production.	1.50	360.00	540.00
12/12/19	Anthony-Ray Sepulveda	Revising the Independent Monitoring Team's draft review process for upcoming settlement conference with the Parties to the consent decree (the City of Chicago and the Office of the Illinois Attorney General)	2.00	395.00	790.00
12/12/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's methodologies and corresponding narrative	3.00	395.00	1,185.00
12/12/19	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	1.75	395.00	691.25
12/12/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding policy review	.25	395.00	98.75
12/12/19	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)	2.00	395.00	790.00
12/12/19	Maggie Hickey	Review materials on Use of Force; create, review and revise COPA proposal per Judge Dow and in alignment with previous discussion with Judge Dow.	3.50	500.00	1,750.00

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			HOURS	RATE	AMOUNT
12/13/19	Kirstie Brenson	Participate in call with Police Board.	1.00	360.00	360.00
12/13/19	Kirstie Brenson	Call and strategize re workflow with C. Sun.	.75	360.00	270.00
12/13/19	Kirstie Brenson	Review COPA training deadlines in consent decree.	.25	360.00	90.00
12/13/19	Ariel R. Hairston	Reviewed and commented on draft stipulation regarding the policy review process. Met with a team member to discuss the review process of a certain CPD production. Reviewed, edited, and circulated to the team our comments on a certain CPD production.	3.25	360.00	1,170.00
12/13/19	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	.50	395.00	197.50
12/13/19	Anthony-Ray Sepulveda	Revising the Independent Monitoring Team's draft review process for upcoming settlement conference with the Parties to the consent decree (the City of Chicago and the Office of the Illinois Attorney General)	1.50	395.00	592.50
12/13/19	Anthony-Ray Sepulveda	Settlement Conference with Judge Robert Dow Jr and the Independent Monitoring Team	1.00	395.00	395.00
12/13/19	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)	2.50	395.00	987.50

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			HOURS	RATE	AMOUNT
12/13/19	Maggie Hickey	Meet with Judge Dow regarding COPA Proposal; and review draft Methodology Introduction and Guidance Key.	2.50	500.00	1,250.00
12/13/19	Ryan Darby	Review and quality check new production documents received from the City and loaded to Relativity; communicate with case team re same	.25	330.00	82.50
12/13/19	Meredith R.W. DeCarlo	Bi-weekly call regarding training.	.75	395.00	296.25
12/13/19	Meredith R.W. DeCarlo	Communicate with members of the IMT regarding comments on CPD training materials.	.50	395.00	197.50
12/15/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding the Independent Monitoring Team's methodologies	.50	395.00	197.50
12/16/19	Maggie Hickey	Discussion with IMT leadership regarding status of projects.	.50	500.00	250.00
12/16/19	Kirstie Brenson	Review and revise H. Medlock's feedback on CCR and CMS training records.	1.00	360.00	360.00
12/16/19	Kirstie Brenson	Update external tracking sheet of IMT response deadlines with informally produced documents.	3.25	360.00	1,170.00
12/16/19	Anthony-Ray Sepulveda	Reviewing and revising the narrative for the Independent Monitoring Team's methodologies	2.00	395.00	790.00

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12/16/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team, the City of Chicago, and the Chicago Police Department regarding general updates	.50	395.00	197.50
12/16/19	Anthony-Ray Sepulveda	Meetings with members of the Independent Monitoring Team regarding general updates and action items	1.25	395.00	493.75
12/16/19	Ariel R. Hairston	Reviewed our comments to a certain CPD production. Circulated our comments to the City.	.50	360.00	180.00
12/16/19	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's draft stipulation for review procedures	.50	395.00	197.50
12/16/19	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	.25	395.00	98.75
12/16/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's methodologies	3.00	395.00	1,185.00
12/16/19	Ryan Darby	Search through document production sets received from the City to confirm that we never received certain documents; communicate with case team re same	.75	330.00	247.50
12/17/19	Anthony-Ray Sepulveda	Reviewing and revising the Independent Monitoring Team's methodologies	2.00	395.00	790.00

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12/17/19	Ariel R. Hairston	Reviewed background information regarding community policing efforts in other cities. Searched for documents related to our review of certain CPD production.	1.00	360.00	360.00
12/17/19	Anthony-Ray Sepulveda	Meetings with members of the Independent Monitoring Team regarding general updates and action items	1.00	395.00	395.00
12/17/19	Kirstie Brenson	Review revised G03-02-03 and G03-06.	.50	360.00	180.00
12/17/19	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)	1.00	395.00	395.00
12/17/19	Kirstie Brenson	Revise tracking sheet of internal IMT deadlines.	1.25	360.00	450.00
12/17/19	Kirstie Brenson	Revise response to CCR & CMS Training Records with feedback from T. Bowman.	.50	360.00	180.00
12/17/19	Ryan Darby	Review and quality check new production documents received from the City and loaded to Relativity; communicate with case team re same	.50	330.00	165.00
12/17/19	Meredith R.W. DeCarlo	Review and revise IMT comments regarding officer-involved shooting and death policies.	1.00	395.00	395.00
12/17/19	Meredith R.W. DeCarlo	Review communications from the parties regarding officer-involved shooting and death policies.	.25	395.00	98.75

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12/18/19	Maggie Hickey	Telephone conference with parties about settlement conference with Judge Dow, City, COPA and OAG regarding a stipulation in regards to paragraph 627, et al.	1.50	500.00	750.00
12/18/19	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	.25	395.00	98.75
12/18/19	Anthony-Ray Sepulveda	Developing SharePoint Extranet for the parties to the Consent Decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office); attempting to connect with the Chicago Police Department's network (CLEAR)	.50	395.00	197.50
12/18/19	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)	1.25	395.00	493.75
12/18/19	Ariel R. Hairston	Communicated with team members regarding our formal request process. Uploaded documents and updated the document production/responses spreadsheet.	2.50	360.00	900.00
12/18/19	Anthony-Ray Sepulveda	Meeting with the Independent Monitor, Deputy Monitors, and other members of the Independent Monitoring Team	.75	395.00	296.25
12/18/19	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	1.00	395.00	395.00

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12/18/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the Parties to the consent decree (the City of Chicago and the Illinois Attorney General's Office) regarding review stipulation	.50	395.00	197.50
12/18/19	Kirstie Brenson	Finalize and transmit IMT no objection letter re CCR & CMS training records.	.50	360.00	180.00
12/18/19	Ryan Darby	Review and quality check new production documents received from the City and loaded to Relativity; communicate with case team re same	.50	330.00	165.00
12/19/19	Maggie Hickey	Prepare for and participate in settlement conference with Judge Dow, City, COPA and OAG regarding a stipulation in regards to paragraph 627, et al.	4.50	500.00	2,250.00
12/19/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the Parties to the consent decree (the City of Chicago and the Illinois Attorney General's Office) regarding deadlines	.75	395.00	296.25
12/19/19	Anthony-Ray Sepulveda	Settlement Conference with Judge Robert Dow Jr, the Independent Monitoring Team, and the Parties to the consent decree (the City of Chicago and the Illinois Attorney General's Office)	2.00	395.00	790.00

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Invoice # 2419803

			HOURS	RATE	AMOUNT
12/19/19	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)	2.25	395.00	888.75
12/19/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding City of Chicago productions	1.00	395.00	395.00
12/19/19	Ariel R. Hairston	Reviewed each of the IMT and OAG requests and my site visit notes to determine whether we need to request additional records. Attended an associates meeting to discuss the status of our reviews and the tracking spreadsheets.	4.00	360.00	1,440.00
12/19/19	Meredith R.W. DeCarlo	Bi-weekly call regarding use of force.	1.50	395.00	592.50
12/19/19	Ryan Darby	Review and quality check new production documents received from the City and loaded to Relativity; communicate with case team re same	.50	330.00	165.00
12/19/19	Meredith R.W. DeCarlo	Communicate with A-R Sepulveda, A. Hairston, and K. Brenson regarding tracking spreadsheets and policy review.	1.50	395.00	592.50
12/19/19	Meredith R.W. DeCarlo	Review materials in advance of bi-weekly use of force call.	.75	395.00	296.25

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

January 31, 2020
Invoice # 2419803

			HOURS	RATE	AMOUNT
12/20/19	Maggie Hickey	Telephone conference with OAG regarding outstanding requests; telephone conference calls regarding FOIA requests; discussions regarding stipulation from 627 settlement conference.	1.50	500.00	750.00
12/20/19	Anthony-Ray Sepulveda	Call with members of City of Chicago and the Office of the Illinois Attorney General regarding requests and the Police Board	.50	395.00	197.50
12/20/19	Anthony-Ray Sepulveda	Reviewing records regarding the City of Chicago's productions to the Independent Monitoring Team	2.25	395.00	888.75
12/20/19	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	2.75	395.00	1,086.25
12/20/19	Kirstie Brenson	Update external spreadsheet of policy/procedure response deadlines.	3.50	360.00	1,260.00
12/20/19	Ariel R. Hairston	Discussed our review of certain City productions with team members. Updated the requests' spreadsheet to reflect submitted requests and received productions. Revised the spreadsheet to remove erroneous links. Investigated and completed the open items in the requests' tracker spreadsheet.	8.75	360.00	3,150.00
12/20/19	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)	1.25	395.00	493.75

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

January 31, 2020
Invoice # 2419803

			HOURS	RATE	AMOUNT
12/20/19	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding requests and the Police Board	.75	395.00	296.25
12/20/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the Office of the Illinois Attorney General regarding general updates	.25	395.00	98.75
12/20/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding general updates	.75	395.00	296.25
12/20/19	Meredith R.W. DeCarlo	Draft and revise comments on temporary policies G03-02-03 and G03-06; communicate with associate monitors, analysts, and A-R Sepulveda regarding same; provide same to parties.	5.50	395.00	2,172.50
12/20/19	Meredith R.W. DeCarlo	Communicate within the IMT regarding comments on officer-involved shooting and death temporary policies.	.75	395.00	296.25
12/21/19	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)	.25	395.00	98.75
12/22/19	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)	.50	395.00	197.50

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

January 31, 2020
Invoice # 2419803

			HOURS	RATE	AMOUNT
12/23/19	Kirstie Brenson	Call with A. Sepulveda, M. DeCarlo, and A. Hairston re IMT tracking spreadsheets.	.50	360.00	180.00
12/23/19	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding requests, productions, and policies	1.50	395.00	592.50
12/23/19	Maggie Hickey	Weekly call with CPD and City regarding status of requests and meetings; review final draft of methodologies and calls re same; and review of upcoming January site visit;	3.50	500.00	1,750.00
12/23/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding general updates	.25	395.00	98.75
12/23/19	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding general updates and action items	.50	395.00	197.50
12/23/19	Ariel R. Hairston	Attended an associates meeting regarding the new tracking spreadsheets process. Communicated with team members regarding records requests.	1.00	360.00	360.00
12/23/19	Meredith R.W. DeCarlo	Call with A-R Sepulveda, A. Hairston, and K. Brenson regarding division of responsibilities and tracking spreadsheet.	.50	395.00	197.50

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

January 31, 2020
Invoice # 2419803

			HOURS	RATE	AMOUNT
12/23/19	Ryan Darby	Review and quality check new production documents received from the City and loaded to Relativity; communicate with case team re same	.50	330.00	165.00
12/24/19	Kirstie Brenson	Revise IMT tracking sheet of policy response deadlines.	1.00	360.00	360.00
12/24/19	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)	.50	395.00	197.50
12/25/19	Anthony-Ray Sepulveda	Manzama (Chicago Public Schools - 51098-0000; Illinois House of Representatives - 51186-0000; City of Chicago Police Department - 51895-0000); Law 360	.25	395.00	98.75
12/26/19	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding requests	1.00	395.00	395.00
12/26/19	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	1.00	395.00	395.00
12/26/19	Ariel R. Hairston	Communicated with team members regarding our comments to a certain CPD production related to community policing.	.75	360.00	270.00
12/26/19	Ryan Darby	Review and quality check new production documents received from the City and loaded to Relativity; communicate with case team re same	.50	330.00	165.00

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

January 31, 2020
Invoice # 2419803

			HOURS	RATE	AMOUNT
12/27/19	Maggie Hickey	Telephone conference with L. Kunard regarding delivery of methodologies and upcoming site visit.	.50	500.00	250.00
12/27/19	Ariel R. Hairston	Began drafting IMT response to a certain CPD production regarding community policing.	4.00	360.00	1,440.00
12/27/19	Ariel R. Hairston	Continued drafting an IMT response to a certain CPD production regarding community policing.	1.00	360.00	360.00
12/27/19	Ariel R. Hairston	Communicated with team members regarding our review of a certain CPD production related to community policing.	1.00	360.00	360.00
12/29/19	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding methodologies	.50	395.00	197.50
12/29/19	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies	1.00	395.00	395.00
12/30/19	Maggie Hickey	Weekly leadership call to discuss outstanding matters and upcoming site visit.	1.00	500.00	500.00
12/30/19	Anthony-Ray Sepulveda	Meeting with the Independent Monitor, Deputy Monitors, and other members of the Independent Monitoring Team	1.00	395.00	395.00
12/30/19	Anthony-Ray Sepulveda	Preparing requests from the Independent Monitoring Team; reviewing requests from the Independent Monitoring Team and the Office of the Illinois Attorney General	.75	395.00	296.25

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

January 31, 2020
Invoice # 2419803

			HOURS	RATE	AMOUNT
12/30/19	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	1.50	395.00	592.50
12/30/19	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)	3.00	395.00	1,185.00
12/30/19	Ariel R. Hairston	Completed a draft IMT response to a certain CPD production related to community policing.	4.75	360.00	1,710.00
12/30/19	Ariel R. Hairston	Created individual request and production trackers for each associate monitor and drafted a corresponding email requesting information from team members.	3.25	360.00	1,170.00
12/30/19	Meredith R.W. DeCarlo	Communicate within the IMT regarding access to evidence.com and coverage of bi-weekly recruitment/hiring/promotions call.	.50	395.00	197.50
12/30/19	Ryan Darby	Review and quality check new production documents received from the City and loaded to Relativity; communicate with case team re same	.25	330.00	82.50
12/31/19	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	.25	395.00	98.75
12/31/19	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's methodologies and preparation for the second monitoring report	2.00	395.00	790.00

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

January 31, 2020
Invoice # 2419803

			HOURS	RATE	AMOUNT
12/31/19	Kirstie Brenson	Revise tracking spreadsheet of IMT deadlines.	.50	360.00	180.00
12/31/19	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	1.75	395.00	691.25
12/31/19	Ariel R. Hairston	Finalized the requests tracker and emails for each associate monitor. Finalized our response to a certain CPD production related to community policing.	5.50	360.00	1,980.00
12/31/19	Meredith R.W. DeCarlo	Communicate within the IMT regarding comments on sergeant and lieutenant field training materials.	.25	395.00	98.75
TOTAL FEES					\$117,035.00

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

January 31, 2020
Invoice # 2419803

DISBURSEMENTS/CHARGES:

DATE	DESCRIPTION	QUANTITY	AMOUNT
01/15/20	Professional Services - VENDOR: CNA CORP*****PAY ACH***** DECEMBER 2019 MONITOR SERVICES 218.5 HOURS PLUS \$45,032.30 HARD COSTS	1.00	84,680.92
01/08/20	Professional Services - VENDOR: DENNIS P ROSENBAUM *****PAY BY ACH***** DECEMBER 2019 MONITOR SERVICES 17 HOURS	1.00	2,125.00
01/08/20	Professional Services - VENDOR: JULIE SOLOMON *****PAY BY ACH***** DECEMBER 2019 MONITOR SERVICES 26.75 HOURS	1.00	3,343.75
01/23/20	Professional Services - VENDOR: KATHLEEN M O'TOOLE *****PAY BY ACH***** KATHLEEN M O'TOOLE *****PAY BY ACH***** DECEMBER 2019 MONITOR HOURS	1.00	1,437.50
01/08/20	Professional Services - VENDOR: MEDLOCK ENTERPRISES *****PAY ACH***** DECEMBER 2019 MONITOR SERVICES 24.5 HOURS	1.00	3,062.50
01/08/20	Professional Services - VENDOR: PAUL F EVANS JR *****PAY BY ACH***** DECEMBER MONITOR SERVICES 17.75 HOURS	1.00	2,218.75
01/08/20	Professional Services - VENDOR: STEPHEN E RICKMAN *****PAY BY ACH***** DECEMBER 2019 MONITOR SERVICES 28 HOURS	1.00	3,640.00
01/08/20	Professional Services - VENDOR: THERON L BOWMAN INC *****PAY VIA AHC***** DECEMBER MONITOR SERVICES 23 HOURS	1.00	2,875.00
TOTAL	DISBURSEMENTS/CHARGES		103,383.42

TOTAL INVOICE

\$220,418.42

SUMMARY OF PROFESSIONAL SERVICES

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

January 31, 2020
Invoice # 2419803

TIMEKEEPER	TITLE	HOURS	RATES	FEE AMOUNTS
Maggie Hickey	Partner	50.25	500.00	25,125.00
Derek G. Barella	Partner	1.00	450.00	450.00
Kirstie Brenson	Associate	22.25	360.00	8,010.00
Meredith R. W. DeCarlo	Associate	27.75	395.00	10,961.25
Ariel R. Hairston	Associate	63.25	360.00	22,770.00
Max Heckendorn	Associate	.50	415.00	207.50
Anthony-Ray Sepulveda	Associate	120.75	395.00	47,696.25
Ryan Darby	Other - eDiscov	5.50	330.00	1,815.00
TOTALS		291.25		\$117,035.00

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

January 31, 2020
Invoice # 2419803

MATTER SUMMARY

TOTAL FEES	\$117,035.00
TOTAL DISBURSEMENTS/CHARGES	\$103,383.42
TOTAL INVOICE FOR INVOICE # 2419803	\$220,418.42

PREVIOUS INVOICES

Invoice #	<i>Invoice Date</i>	<i>Total Invoice</i>	<i>Payments</i>	Balance Due
2411849	12-26-2019	\$330,769.59	\$0.00	\$330,769.59
TOTALS				\$330,769.59

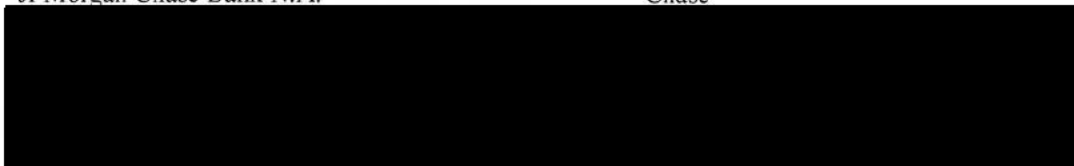
Wire Instructions

Payment may be wired to
(Including International Transactions):

For Payment Via ACH:

JPMorgan Chase Bank N.A.

Chase





ANALYSIS & SOLUTIONS

Billing Number: CNAC-D786-0010R
Invoice Number: INV-239744

Invoice Date: 01/31/2020

Bill To:

Schiff Hardin, 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

Contract Value Funded Value
Cost: \$1,451,100.27 \$1,451,100.27
Fee: \$0.00 \$0.00
Total: \$1,451,100.27 \$1,451,100.27

Project Number: 1499.0000.D786
Project Name: CPD Monitor Base Year
Project POP: 03/01/2019 to 02/29/2020
Terms: NET 30
Due Date: 03/01/2020
VAT/Tax ID Number: [REDACTED]

Cumulative Amount Billed: \$985,138.89

Billing Period From: 12/01/2019
To: 12/31/2019

Table with 5 columns: Description, Current Hours, Rate, Current Amount, Cumulative Hours, Cumulative Amount. Rows include CNA Associate Monitor, CNA Deputy Monitor, CNA Monitoring Team Support, CNA Project Director, V Adler Univ-Elena Quintana, V Deputy Monitor, V Laura McElroy, V SME, V Safer Foundn-Sodiqa Williams, V Subcontractor NSTE, V UIC-Joseph K. Hoereth, PhD, Professional Service, Consultants ODC, Subcontractor ODC, Books and Supplies, Software, CNA Travel, Other Direct Costs.



Billing Number: CNAC-D786-0010R Project Number: 1499.0000.D786
Invoice Number: INV-239744 Project Name: CPD Monitor Base Year Invoice Date: 01/31/2020

Invoice Total \$84,680.92 \$985,138.89

Current Incurred Hours: 218.50
Cumulative Incurred Hours: 5,174.20

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 Laila Loubaris at (703) 824-2566 or loubaris1@cna.org.

Wanda Cook

Wanda M. Cook
CNA Corporate Controller

1/31/2020

Date



Billing Number: CNAC-D786-0010R Project Number: 1499.0000.D786
 Invoice Number: INV-239744 Project Name: CPD Monitor Base Year Invoice Date: 01/31/2020

Labor Supporting Schedule - T&M

Group Description: Professional Service

Labor Cat	Desc	Empl/Vendor	Current Hours	Rate	Current Amount	Cumulative Hours	Cumulative Amount
ASMONI CNA	Associate Monitor	Decker, Scott H	13.00	196.3900	\$2,553.07	235.00	\$46,151.66
ASMONI CNA	Associate Monitor		13.00		\$2,553.07	235.00	\$46,151.66
DEPMON CNA	Deputy Monitor	Monroe, Rodney D	0.00	218.5300	\$0.00	77.00	\$16,826.81
DEPMON CNA	Deputy Monitor	Coldren, James R	29.00	237.4900	\$6,887.21	530.50	\$125,988.46
DEPMON CNA	Deputy Monitor		29.00		\$6,887.21	607.50	\$142,815.27
MONTSP CNA	Monitoring Team Support	Richardson, Keri F	14.50	82.8000	\$1,200.60	370.50	\$30,677.40
MONTSP CNA	Monitoring Team Support	Omotoye, Titilola O	0.00	153.8600	\$0.00	7.50	\$1,153.95
MONTSP CNA	Monitoring Team Support	Sun, Christopher M	4.00	162.7600	\$651.04	162.00	\$26,367.12
MONTSP CNA	Monitoring Team Support	Felix, Tammy L	7.50	195.4200	\$1,465.65	231.00	\$45,142.02
MONTSP CNA	Monitoring Team Support	Elliott, Vivian Y	12.50	209.2000	\$2,615.00	373.00	\$78,031.60
MONTSP CNA	Monitoring Team Support		38.50		\$5,932.29	1,144.00	\$181,372.09
PJDIR CNA	Project Director	Kunard, Laura L	53.00	171.4400	\$9,086.32	873.00	\$149,667.12
PJDIR CNA	Project Director		53.00		\$9,086.32	873.00	\$149,667.12
COMMEN V	Adler Univ- Elena Quintana	Adler - Elena Quintana	9.00	165.5500	\$1,489.95	300.20	\$49,698.11
COMMEN V	Adler Univ- Elena Quintana	Elena Quintana	0.00	165.5500	\$0.00	18.25	\$3,021.29
COMMEN V	Adler Univ-Elena Quintana		9.00		\$1,489.95	318.45	\$52,719.40
DEPMON V	Deputy Monitor	R Monroe Public Safety Co	43.00	218.5300	\$9,396.79	659.25	\$144,065.92
DEPMON V	Deputy Monitor		43.00		\$9,396.79	659.25	\$144,065.92
COMMEN V	Laura McElroy	McElroy Media Group	2.75	165.5500	\$455.26	262.50	\$43,456.89
COMMEN V	Laura McElroy		2.75		\$455.26	262.50	\$43,456.89
SME V	SME	Thomas Christoff	18.25	107.6100	\$1,963.88	311.75	\$33,547.43
SME V	SME		18.25		\$1,963.88	311.75	\$33,547.43



Billing Number: CNAC-D786-0010R Project Number: 1499.0000.D786
 Invoice Number: INV-239744 Project Name: CPD Monitor Base Year Invoice Date: 01/31/2020

Group Description: Professional Service

Labor Cat Desc	Empl/Vendor	Current Hours	Rate	Current Amount	Cumulative Hours	Cumulative Amount
COMMEN V Safer Foundn-Sodiqa Williams	Safer - Sodiqa Williams	7.00	165.5500	\$1,158.85	117.50	\$19,452.15
COMMEN V Safer Foundn-Sodiqa Williams	Safer Foundation	0.00	165.5500	\$0.00	19.50	\$3,228.23
COMMEN V Safer Foundn-Sodiqa Williams		7.00		\$1,158.85	137.00	\$22,680.38
SUBN V Subcontractor NSTE	UIC - Richard Rothschild	0.00	46.0000	\$0.00	166.50	\$7,659.00
SUBN V Subcontractor NSTE	UIC - Umair Tarbhai	0.00	48.0000	\$0.00	93.75	\$4,500.00
SUBN V Subcontractor NSTE	UIC - Matthew Sweeney	0.00	61.0000	\$0.00	223.75	\$13,648.75
SUBN V Subcontractor NSTE	UIC - Joseph K. Hoereth	5.00	145.0000	\$725.00	121.75	\$17,653.75
SUBN V Subcontractor NSTE		5.00		\$725.00	605.75	\$43,461.50
SUBE V UIC-Joseph K. Hoereth, PhD	Joseph K. Hoereth, PhD	0.00	141.9300	\$0.00	20.00	\$2,838.60
SUBE V UIC-Joseph K. Hoereth, PhD		0.00		\$0.00	20.00	\$2,838.60
Professional Service		218.50		\$39,648.62	5,174.20	\$862,776.26



ANALYSIS & SOLUTIONS

Billing Number: CNAC-D786-0010R Project Number: 1499.0000.D786
 Invoice Number: INV-239744 Project Name: CPD Monitor Base Year Invoice Date: 01/31/2020

Non-Labor Supporting Schedule

Group Description: Other Direct Costs

Description	Transaction	JE No./ Vchr No.	Current FY/Pd	Vendor	Invoice ID	Current Amount	Cumulative Amount
<u>Line Description: Consultants ODC</u>							
Total: Consultants ODC						\$0.00	
<u>Line Description: Subcontractor ODC</u>							
Subcontract Other IP	December 2019	248065	2020/4	University of Illinois at	0120IMT	\$45,000.00	
Total: Subcontractor ODC						\$45,000.00	
<u>Line Description: Books and Supplies</u>							
Total: Books and Supplies						\$0.00	
<u>Line Description: Software</u>							
Software New Purch D	Add'l User 10/04/19 - 04/17/20	247722	2020/4	Microsoft	E04009IRN7	\$32.30	
Total: Software						\$32.30	
<u>Line Description: CNA Travel</u>							
Total: CNA Travel						\$0.00	
Other Direct Costs						\$45,032.30	\$122,362.63

Chicago Police Department Independent Monitoring Team Project

Summary of CNA Staff Hours

Month: December 2019

Row Labels	Sum of Hours
Christopher Sun	4.00
12/4/2019	1.00
12/9/2019	0.50
12/10/2019	1.00
12/11/2019	0.50
12/30/2019	1.00
Elena Quintana	9.00
12/2/2019	4.25
12/3/2019	1.00
12/4/2019	0.25
12/9/2019	0.25
12/12/2019	2.00
12/16/2019	0.75
12/17/2019	0.25
12/19/2019	0.25
James Coldren	29.00
12/2/2019	2.00
12/4/2019	4.00
12/5/2019	2.00
12/6/2019	1.00
12/7/2019	2.50
12/8/2019	1.50
12/9/2019	0.50
12/10/2019	3.00
12/11/2019	1.50
12/14/2019	7.00
12/16/2019	2.50
12/17/2019	1.00
12/31/2019	0.50
Joseph Hoereth	5.00
12/3/2019	2.00
12/12/2019	2.00
12/16/2019	1.00
Keri Richardson	14.50
12/2/2019	2.00
12/3/2019	2.00
12/4/2019	0.50
12/5/2019	0.50
12/6/2019	0.50
12/9/2019	1.00

12/10/2019	0.50
12/11/2019	0.50
12/13/2019	1.00
12/16/2019	0.50
12/18/2019	1.00
12/19/2019	0.50
12/20/2019	2.50
12/23/2019	1.00
12/27/2019	0.50
Laura Kunard	53.00
12/10/2010	0.50
12/2/2019	2.00
12/3/2019	4.00
12/4/2019	6.00
12/5/2019	3.00
12/6/2019	3.50
12/9/2019	4.00
12/10/2019	3.50
12/11/2019	4.00
12/12/2019	4.00
12/13/2019	3.50
12/16/2019	2.00
12/17/2019	3.00
12/18/2019	4.00
12/19/2019	1.00
12/20/2019	1.00
12/23/2019	1.00
12/27/2019	1.00
12/29/2019	1.00
12/30/2019	1.00
Laura McElroy	2.75
12/2/2019	2.50
12/17/2019	0.25
1/6/2020	
Rodney Monroe	43.00
12/2/2019	0.75
12/4/2019	4.25
12/5/2019	4.25
12/7/2019	1.00
12/9/2019	5.25
12/10/2019	4.50
12/11/2019	2.00
12/12/2019	5.00
12/13/2019	8.00
12/17/2019	0.75
12/18/2019	2.00
12/19/2019	2.00

12/23/2019	2.50
12/30/2019	0.75
12/31/2019	
Scott Decker	13.00
12/2/2019	2.00
12/3/2019	2.00
12/4/2019	1.00
12/5/2019	1.00
12/10/2019	1.00
12/22/2019	4.00
12/24/2019	2.00
Sodiqa Williams	7.00
12/5/2019	1.00
12/11/2019	1.00
12/12/2019	1.00
12/13/2019	1.00
12/14/2019	1.50
12/16/2019	1.50
Tammy Felix	7.50
12/3/2019	1.00
12/5/2019	1.00
12/9/2019	1.00
12/12/2019	1.00
12/16/2019	1.00
12/19/2019	1.00
12/23/2019	1.00
12/31/2019	0.50
Tom Christoff	18.25
12/9/2019	2.50
12/10/2019	3.75
12/11/2019	2.50
12/12/2019	1.50
12/16/2019	1.00
12/17/2019	4.00
12/20/2019	3.00
12/31/2019	
Vivian Elliott	12.50
12/2/2019	1.50
12/4/2019	1.00
12/5/2019	2.50
12/6/2019	1.00
12/9/2019	0.50
12/11/2019	0.50
12/13/2019	1.50
12/16/2019	1.00
12/18/2019	0.50
12/19/2019	2.50

Grand Total	218.50
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Contractor Name	Month/Year	Date	Description of Labor	Hours
Christopher Sun	December 2019	12/4/2019	OIG Dashboard Access and Review.	0.50
Christopher Sun	December 2019	12/4/2019	Accountability policy reviews.	0.50
Christopher Sun	December 2019	12/9/2019	IMT Team Check-In	0.50
Christopher Sun	December 2019	12/10/2019	Dennis Check-In	0.50
Christopher Sun	December 2019	12/10/2019	BIA Check-In	0.50
Christopher Sun	December 2019	12/11/2019	HMedlock Check-In	0.50
Christopher Sun	December 2019	12/30/2019	IMT Policy Review Tracking and Tasking for AMs.	1.00
Elena Quintana	December 2019	12/2/2019	Email review	0.25
Elena Quintana	December 2019	12/2/2019	Cannabis meeting at UCAN	4.00
Elena Quintana	December 2019	12/3/2019	Email review	0.25
			Document review	
Elena Quintana	December 2019	12/3/2019		0.75
			Document review	
Elena Quintana	December 2019	12/4/2019		0.25
Elena Quintana	December 2019	12/9/2019	Email review	0.25
			CET meeting	
Elena Quintana	December 2019	12/12/2019		1.00
			Quarterly planning meeting	
Elena Quintana	December 2019	12/12/2019		1.00
Elena Quintana	December 2019	12/16/2019	Email review	0.25
Elena Quintana	December 2019	12/16/2019	IMT meeting	0.50
Elena Quintana	December 2019	12/17/2019	Email review	0.25
Elena Quintana	December 2019	12/19/2019	Email review	0.25
James Coldren	December 2019	12/2/2019	Community Engagement Team planning	2.00
James Coldren	December 2019	12/4/2019	Community Engagement Team planning	3.00
James Coldren	December 2019	12/5/2019	Community Engagement Team planning	2.00
James Coldren	December 2019	12/6/2019	Community Engagement Team methods planning	1.00
James Coldren	December 2019	12/7/2019	Work on Community Engagement Team assessment methods	2.50
James Coldren	December 2019	12/8/2019	Work on Community Engagement Team assessment methods	1.50
James Coldren	December 2019	12/9/2019	CET newsletter review	0.50
James Coldren	December 2019	12/10/2019	IMT para. 668 mtg	1.50
James Coldren	December 2019	12/10/2019	CET planning	1.50
James Coldren	December 2019	12/11/2019	weekly IMT leadership meeting	1.00
James Coldren	December 2019	12/11/2019	Prepare for observations of Sgts exam on 12/14	0.50
Joseph Hoereth	December 2019	12/3/2019	Quarterly IMT Meeting	2.00
Joseph Hoereth	December 2019	12/12/2019	CET Event Planning Framework Meeting	2.00

Joseph Hoereth	December 2019	12/16/2019	IMT Bi-weekly Meeting	1.00
James Coldren	December 2019	12/14/2019	Observation and documentation of CPD Sergeants exam	7.00
James Coldren	December 2019	12/16/2019	review and development of IMT methodologies	1.50
James Coldren	December 2019	12/16/2019	Community Engagement Team meeting	1.00
James Coldren	December 2019	12/17/2019	CIT planning call	0.50
James Coldren	December 2019	12/17/2019	Community Engagement Team planning	0.50
James Coldren	December 2019	12/4/2019	Weekly IMT call	1.00
James Coldren	December 2019	12/31/2019	AM activities	0.50
Keri Richardson	December 2019	12/2/2019	Email correspondence/ SharePoint troubleshooting	1.00
Keri Richardson	December 2019	12/2/2019	CET weekly meeting	0.50
Keri Richardson	December 2019	12/2/2019	IMT quarterly Newsletter drafting/formatting	0.50
Keri Richardson	December 2019	12/3/2019	IMT note cleanup, email correspondence, SharePoint troubleshooting	1.00
Keri Richardson	December 2019	12/3/2019	IMT newsletter drafting/ formatting	1.00
Keri Richardson	December 2019	12/4/2019	CPD training document troubleshooting; SharePoint troubleshooting	0.50
Keri Richardson	December 2019	12/5/2019	reviewing training plan documents, confirming AM review of IMT documents	0.50
Keri Richardson	December 2019	12/6/2019	organizing CET in person meeting; CPD training curriculum document review	0.50
Keri Richardson	December 2019	12/9/2019	CPD RHP bi-weekly call; note clean up	1.00
Keri Richardson	December 2019	12/10/2019	IMT website updating, CPD document review and notetaking	0.50
Keri Richardson	December 2019	12/11/2019	IMT website newsletter upload; website troubleshooting	0.50
Keri Richardson	December 2019	12/13/2019	bi-weekly CPD training call	1.00
Keri Richardson	December 2019	12/16/2019	Bi-weekly CET call	0.50
Keri Richardson	December 2019	12/18/2019	CPD Training document review and organization; note cleanup	1.00
Keri Richardson	December 2019	12/19/2019	Note cleanup; email correspondence	0.50
Keri Richardson	December 2019	12/20/2019	CPD meeting note cleanup; CET rebranding flyer	1.00
Keri Richardson	December 2019	12/23/2019	CET rebranding newsletter, CPD Training document review and organization, SharePoint calendar for CET; email correspondence	1.00
Keri Richardson	December 2019	12/27/2019	Email correspondence/ SharePoint troubleshooting	0.50
Keri Richardson	December 2019	12/20/2019	CPD IMT flyer updating; document review and organization, email correspondence,	1.50
Laura Kunard	December 2019	12/2/2019	Weekly check in call with City	0.50
Laura Kunard	December 2019	12/2/2019	Monitoring Plan for Year Two - discussion	1.50
Laura Kunard	December 2019	12/3/2019	Meeting with Monitor Hickey	1.00
Laura Kunard	December 2019	12/3/2019	Quarterly Meeting with Coalition	2.00
Laura Kunard	December 2019	12/3/2019	Team calls re: policy reviews	1.00
Laura Kunard	December 2019	12/4/2019	Weekly IMT meeting with Monitor and Deputy Monitors	1.00
Laura Kunard	December 2019	12/4/2019	Team discussions re: policy reviews	2.00
Laura Kunard	December 2019	12/4/2019	Prep for January Site Visit	2.00
Laura Kunard	December 2019	12/4/2019	Drafting and revising Methodologies	1.00
Laura Kunard	December 2019	12/5/2019	Prep for January Site Visit	1.00
Laura Kunard	December 2019	12/5/2019	Drafting and revising Methodologies	2.00
Laura Kunard	December 2019	12/6/2019	Weekly check in call with OAG	0.50
Laura Kunard	December 2019	12/6/2019	Drafting and revising Methodologies	3.00

Laura Kunard	December 2019	12/9/2019	Weekly check in call with City	0.50
Laura Kunard	December 2019	12/9/2019	Prep for January Site Visit	1.00
Laura Kunard	December 2019	12/9/2019	Team discussions re: methodologies	2.00
Laura Kunard	December 2019	12/9/2019	Monitoring Plan for Year Two - discussion	0.50
Laura Kunard	December 2019	12/10/2019	IMT conference call re: data	1.00
Laura Kunard	December 2019	12/10/2019	Prep for 668 meeting	0.50
Laura Kunard	December 2019	12/10/2019	Monthly 668 meeting	2.00
Laura Kunard	December 2019	12/10/2010	Drafting and revising Methodologies	0.50
Laura Kunard	December 2019	12/11/2019	Weekly IMT meeting with Monitor and Deputy Monitors	1.00
Laura Kunard	December 2019	12/11/2019	Prep for January Site Visit	1.00
Laura Kunard	December 2019	12/11/2019	Drafting and revising Methodologies	1.00
Laura Kunard	December 2019	12/11/2019	Policy Review discussions	1.00
Laura Kunard	December 2019	12/12/2019	Police Board meeting / Supt. Search Community Feedback Session	2.50
Laura Kunard	December 2019	12/12/2019	Methodology discussions and revisions	1.50
Laura Kunard	December 2019	12/13/2019	Weekly check in call with OAG	0.50
Laura Kunard	December 2019	12/13/2019	Methodology discussions and revisions	3.00
Laura Kunard	December 2019	12/16/2019	Weekly check in with the City	0.50
Laura Kunard	December 2019	12/16/2019	Biweekly CET conference call	1.00
Laura Kunard	December 2019	12/16/2019	Prep for January Site Visit	0.50
Laura Kunard	December 2019	12/17/2019	Policy review discussions	1.00
Laura Kunard	December 2019	12/17/2019	Prep for January Site Visit	0.50
Laura Kunard	December 2019	12/17/2019	Reviewing methodologies	1.50
Laura Kunard	December 2019	12/18/2019	Weekly IMT meeting with Monitor and Deputy Monitors	1.00
Laura Kunard	December 2019	12/18/2019	Reviewing and revisiong methodologies	3.00
Laura Kunard	December 2019	12/19/2019	Prep for January Site Visit	1.00
Laura Kunard	December 2019	12/20/2019	Weekly check in call with OAG	0.50
Laura Kunard	December 2019	12/20/2019	Policy Review discussions	0.50
Laura Kunard	December 2019	12/23/2019	Weekly check in with the City	0.50
Laura Kunard	December 2019	12/23/2019	IMT team discussions	0.50
Laura Kunard	December 2019	12/27/2019	IMT team discussions	1.00
			30 minute call with CET Team on developing CET strategy and community news letter.	
Laura McElroy	December 2019	12/2/2019	1.5 edit the remainder of the newsletter, redid original edits that didn't save.	2.50
Laura McElroy	December 2019	12/17/2019	missed CET call on 12/16/19. Email exchange and phone call to catch up on what was missed.	0.25
Laura McElroy	December 2019	1/6/2020	Attached December Invoice	
Rodney Monroe	December 2019	12/2/2019	Review of updated tracking sheet to identify items coming due	0.75
Rodney Monroe	December 2019	12/4/2019	Weekly IMT CC	0.75
Rodney Monroe	December 2019	12/4/2019	Review of recent updated methodology tracking sheet	2.00
Rodney Monroe	December 2019	12/4/2019	Reviewed COPA scope of work for staffing and equipment needs	0.75
Rodney Monroe	December 2019	12/4/2019	Reviewed CPD responses to IMT comments on UOF policies	0.75

Rodney Monroe	December 2019	12/5/2019	Developed outline for Special Report topics of concerns	2.00
Rodney Monroe	December 2019	12/5/2019	Reviewed comments for discussion on UOF training call today	0.50
Rodney Monroe	December 2019	12/5/2019	UOF CC	1.00
Rodney Monroe	December 2019	12/5/2019	OEMC CC	0.75
Rodney Monroe	December 2019	12/7/2019	Reviewed CCR lesson plan and submitted comments	1.00
Rodney Monroe	December 2019	12/9/2019	Reviewed and submitted comments on Accountability Sgt Policy	0.50
Rodney Monroe	December 2019	12/9/2019	CC Recruitment and Promotion	0.50
Rodney Monroe	December 2019	12/9/2019	Reviewed documents submitted for discussion for Promotional exam 12/14	1.00
Rodney Monroe	December 2019	12/9/2019	Supervision CC	0.75
Rodney Monroe	December 2019	12/9/2019	Call w/Medlock to discuss upcoming Accountability CC, discussed moving forward on par#425, CPD proposes to conduct audit.	0.50
Rodney Monroe	December 2019	12/9/2019	Reviewed audit report on CPD members experiencing traumatic incidents receiving services and attending training.	2.00
Rodney Monroe	December 2019	12/10/2019	CC w/Chief Beck	1.25
Rodney Monroe	December 2019	12/10/2019	CC Accountability	1.00
Rodney Monroe	December 2019	12/10/2019	Monthly 668 CC and prep	2.25
Rodney Monroe	December 2019	12/11/2019	Call with Harold and Paul to discuss OIS temp policy	1.00
Rodney Monroe	December 2019	12/11/2019	Weekly IMT CC	1.00
Rodney Monroe	December 2019	12/12/2019	Calls with Harold and Paul to discuss OIS meeting with Arif	0.50
Rodney Monroe	December 2019	12/12/2019	Review of COPS's scope of work with contractor to develop Needs Assessment	1.00
Rodney Monroe	December 2019	12/12/2019	Review and comments on Tramatic incident policy submitted	1.00
Rodney Monroe	December 2019	12/12/2019	CC w/Arif Alikhan to discuss OIS working group and UOF policies	1.00
Rodney Monroe	December 2019	12/12/2019	CC w/PSIG to discuss data collection for Foot Pursuit and Pointing of Firearms	1.00
Rodney Monroe	December 2019	12/12/2019	CC w/COPA	0.50
Rodney Monroe	December 2019	12/13/2019	CC w/PB to discuss hiring criterior for Hearing Officers and Board Members review of PB policies	1.50
Rodney Monroe	December 2019	12/13/2019	Reviewed and commented on COPA's draft proposal for review of policies and training	1.25
Rodney Monroe	December 2019	12/13/2019	CC to discuss revised UOF polices being submitted as temporary polices OIS FAI	1.00
Rodney Monroe	December 2019	12/13/2019	Developed observation protocols for response to OIS scenes.	1.25
Rodney Monroe	December 2019	12/13/2019	Reviewed two temp policies addressing OIS and firearm discharges	2.00
Rodney Monroe	December 2019	12/13/2019	Reviewed draft methodologies submitted	1.00
Rodney Monroe	December 2019	12/17/2019	Review of draft COPA proposal for policy and training review	0.75
Rodney Monroe	December 2019	12/18/2019	Review of PSIG draft Project Plans	1.25
Rodney Monroe	December 2019	12/18/2019	IMT weekly CC	0.75
Rodney Monroe	December 2019	12/19/2019	UOF conference call to discuss Firearms and OIS policies	1.25
Rodney Monroe	December 2019	12/19/2019	Call with Medlock to discuss his comments for UOF call ref policies	0.75
Rodney Monroe	December 2019	12/23/2019	Call with Kathy to discuss 543 and upcoming Officer Wellness CC	0.25
Rodney Monroe	December 2019	12/23/2019	Officer Wellness CC	1.00
Rodney Monroe	December 2019	12/23/2019	Additional review of OIS policy to be discussed on 1/2 UOF CC	1.25
Rodney Monroe	December 2019	12/30/2019	IMT weekly CC	0.75
Rodney Monroe	December 2019	12/31/2019	December Invoice	

Scott Decker	December 2019	12/2/2019	Review Consent Decree Paragraphs on Data	1.00
Scott Decker	December 2019	12/2/2019	Assess Data systems and elements	1.00
Scott Decker	December 2019	12/3/2019	Review Consent Decree Paragraphs on Use of Force	1.00
Scott Decker	December 2019	12/3/2019	Assess Data on Use of Force	1.00
Scott Decker	December 2019	12/4/2019	Review Use of Force Literature	1.00
Scott Decker	December 2019	12/5/2019	Review Use of Force Dashboard materials	1.00
Scott Decker	December 2019	12/10/2019	Review media reports on IMT Report	1.00
Scott Decker	December 2019	12/22/2019	Read and Review Consent Decree Requirements for next reporting period	2.00
Scott Decker	December 2019	12/22/2019	Assess data for next reporting period	1.00
Scott Decker	December 2019	12/22/2019	Telephone calls relative to data analysis	1.00
Scott Decker	December 2019	12/24/2019	Review newspaper reports on CPD, IMT,	1.00
Scott Decker	December 2019	12/24/2019	Review CPD website and Consent Decree online materials	1.00
Sodiqa Williams	December 2019	12/11/2019	Community Meeting, CSAC North	1.00
Sodiqa Williams	December 2019	12/12/2019	CET Event Planning Framework Meeting	1.00
Sodiqa Williams	December 2019	12/13/2019	IMT/ASN meeting	1.00
Sodiqa Williams	December 2019	12/16/2019	Chicago IMT CET call	1.00
Sodiqa Williams	December 2019	12/14/2019	Congressman Davis - State of Reentry	1.50
Sodiqa Williams	December 2019	12/16/2019	Meeting with La'Rie Stuttle, CET Strategies	0.50
Sodiqa Williams	December 2019	12/5/2019	Community Meeting, CSAC West	1.00
Tammy Felix	December 2019	12/3/2019	Prepared for and participated in the bi-weekly call for: Supervision. Captured and cleaned notes.	1.00
Tammy Felix	December 2019	12/5/2019	Worked with the AMs for Supervision, Officer Health and Wellness, and Community Policing on review requirements, and documents.	1.00
Tammy Felix	December 2019	12/9/2019	Prepared for and participated in the bi-weekly call for: Officer Health and Wellness. Captured and cleaned notes.	1.00
Tammy Felix	December 2019	12/12/2019	Worked with the AMs for Supervision, Officer Health and Wellness, and Community Policing on review requirements, and documents.	1.00
Tammy Felix	December 2019	12/16/2019	Prepared for and participated in the bi-weekly call for: Supervision. Captured and cleaned notes.	1.00
Tammy Felix	December 2019	12/19/2019	Worked with the AMs for Supervision, Officer Health and Wellness, and Community Policing on review requirements, and documents.	1.00
Tammy Felix	December 2019	12/23/2019	Prepared for and participated in the bi-weekly call for: Officer Health and Wellness. Captured and cleaned notes.	1.00
Tammy Felix	December 2019	12/31/2019	Worked with the AM for Community Policing on review requirements, and prepared items for bi-weekly call with CPD.	0.50
Tom Christoff	December 2019	12/9/2019	Participate in CIAC Coordinated Response Subcommittee	0.75
Tom Christoff	December 2019	12/9/2019	Participate in CIAC Community Engagement and Awareness Subcommittee	1.00
Tom Christoff	December 2019	12/10/2019	Review and provide initial comments on various CPD/OEMC directives related to crisis intervention	3.75
Tom Christoff	December 2019	12/11/2019	Attend Police Board Listening Session	2.50
Tom Christoff	December 2019	12/12/2019	Prepare notes related to Police Board Listening Session	1.50

Tom Christoff	December 2019	12/16/2019	CET Bi-Weekly Call	1.00
Tom Christoff	December 2019	12/17/2019	Meeting with OIG and OAG	1.25
Tom Christoff	December 2019	12/17/2019	Prepare notes related to meeting with OIG and OAG. Send to IMT members.	1.00
Tom Christoff	December 2019	12/20/2019	Review OEMC data and perform analysis. Provide results to Associate Monitor.	3.00
Tom Christoff	December 2019	12/9/2019	IMT call related to survey of CPD employees	0.75
Tom Christoff	December 2019	12/17/2019	Bi-Weekly Call regarding Data Management	0.75
Tom Christoff	December 2019	12/17/2019	Bi-Weekly call regarding Crisis Intervention	1.00
Tom Christoff	December 2019	12/31/2019	December Invoice	
Laura Kunard	December 2019	12/29/2019	Finalizing methodologies	1.00
Laura Kunard	December 2019	12/30/2019	Finalizing methodologies	1.00
Vivian Elliott	December 2019	12/2/2019	IMT Data and information sharing update/tracking, review of UOF documents for prep for Janaury 2020 site visit and IMR 2	1.50
Vivian Elliott	December 2019	12/4/2019	Weekly IMT meeting with Monitor and Deputy Monitors and with CNA team	1.00
Vivian Elliott	December 2019	12/5/2019	OIG/IMT Use of Force oversight planning and compiled notes	1.25
Vivian Elliott	December 2019	12/5/2019	Biweekly UOF call with CPD and OAG and compiled notes	1.25
Vivian Elliott	December 2019	12/6/2019	IMT project management chat with Chip and Laura; and chat with CNA leadership and Maggie	1.00
Vivian Elliott	December 2019	12/9/2019	Review revised 2020 UOF training materials, and shared documents with AM Evans	0.50
Vivian Elliott	December 2019	12/11/2019	Weekly IMT meeting with Monitor and Deputy Monitors and with CNA team	0.50
Vivian Elliott	December 2019	12/13/2019	Call regarding OIS/OID temporary policy and compiled notes; review of methodology documents for UOF	1.50
Vivian Elliott	December 2019	12/16/2019	Worked on IMT review comments for the firearm discharge and death investigation temporary policies response to CPD	1.00
Vivian Elliott	December 2019	12/18/2019	Prep for biweekly UOF call, and review of provided documents from CPD	0.50
Vivian Elliott	December 2019	12/19/2019	Biweekly UOF call with CPD and OAG	1.00
Vivian Elliott	December 2019	12/19/2019	IMT review and response of G03-02-03 and G03-06	1.50



Invoice

November 2019
Invoice Date: 11/13/2019
Invoice Number: E04009IRN7
Due Date: 12/13/2019

32.30 USD

Sold-To
CNA
3003 Washington Blvd
Arlington VA 22201
United States

Bill-To
CNA
3003 Washington Blvd
Arlington va 22201
United States

Service Usage Address
CNA
3003 Washington Blvd
Arlington VA 22201
United States

Order Details		Billing Summary	
Product:	Online Services	Charges:	32.30
Customer PO Number:		Discounts:	0.00
Order Number:	b06991e5-0392-4389-aa9d-52e533846437	Credits:	0.00
Billing Period:	10/13/2019 - 11/12/2019	Tax:	0.00
Payment Terms:	Net 30	Total:	32.30
Due Date:	12/13/2019		
Payment Instructions	Please pay 32.30 USD by 12/13/2019 and reference Invoice Number E04009IRN7 on the payment remittance.		

Electronic Funds Transfer		Check	
Bank:	Bank of America	Payee:	Microsoft
		Mailing Address:	Standard Mail: PO Box 842103 Dallas, TX 75284-2103 Express Mail: Lockbox 842103, 1950 N. Stemmons Frwy, Ste. 5010 Dallas, TX 75207-2103

Billing or service question? Call 1-800-865-9408 or visit <https://aka.ms/Office365Billing>.

Microsoft Corporation, One Microsoft Way Redmond, WA 98052 United States

US FEIN 91-1144442



Invoice

November 2019
Invoice Date: 11/13/2019
Invoice Number: E04009IRN7
Due Date: 12/13/2019

32.30 USD

Office 365 Business Essentials

Service Period	Days	Qty	Annual Price	Charges	Discounts	Credits	SubTotal	Tax %	Tax	Total
10/18/2019 - 04/17/2020	183	19	60.00	570.00	0.00	0.00	570.00	0.00 %	0.00	570.00
10/04/2019 - 10/17/2019	14	19	60.00	43.61	0.00	0.00	43.61	0.00 %	0.00	43.61
09/19/2019 - 04/17/2020	212	18	60.00	-625.57	0.00	0.00	-625.57	0.00 %	0.00	-625.57
09/19/2019 - 10/03/2019	15	18	60.00	44.26	0.00	0.00	44.26	0.00 %	0.00	44.26
SubTotal				32.30	0.00	0.00	32.30		0.00	32.30
Grand Total				32.30	0.00	0.00	32.30		0.00	32.30

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US FEIN 91-1144442

**UIC Institute for Policy and Civic
Engagement**

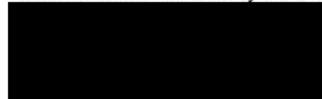
INVOICE

412 S. Peoria Street
Chicago, IL 60607
312 355 0111

INV#: 0120IMT
DATE: 1/6/20

TO:
CNA
3003 Washington Blvd
Arlington, Virginia 22201
Phone:

SHIP TO:
Joseph Hoereth
UIC Institute for Policy and Civic Engagement



Please provide reimbursement for the following payments to vendors related to work completed as part of the Community Survey:

DATE	VENDOR	DESCRIPTION	TOTAL
12/2019	National Opinion Research Center (NORC) at the University of Chicago	Address-based sample mailing design and printing <ul style="list-style-type: none">• Printing and postage for 30,000 color post-cards and recruitment letters	\$30,000
12/2019	National Opinion Research Center (NORC) at the University of Chicago	Data collection management <ul style="list-style-type: none">• 764 "All Chicago surveys fielded• 353 African-American male surveys oversample fielded	\$15,000
TOTAL DUE			\$45,000

INVOICE

Vendor Name: Dennis P. Rosenbaum
 Remit to Address: [REDACTED]
 City: [REDACTED] State: [REDACTED] Zip: [REDACTED]
 Contact Name: Dennis P. Rosenbaum
 Phone: [REDACTED] Email: [REDACTED]

Invoice Date	Invoice Number
1/1/2020	10
Billing Period From:	Billing Period To:
12/1/2019	12/31/2019

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	
12/1/2019	12/1/2019	Reviewed CPD's revised G09-01-06 (Use of Social Media Policy) and compared it to our comments. Reported "no objections" to implementation	1	Add	Del
12/5/2019	12/5/2019	Reviewed draft Introduction and Community Engagement Methodology for assessing CPD's compliance	1	Add	Del
12/7/2019	12/7/2019	Reviewed revised Introduction and Community Engagement Methodology for assessing CPD's compliance	0.5	Add	Del
12/7/2019	12/7/2019	Reviewed Draft "No Objections" letter on revised G09-01-06 (Use of Social Media Policy)	0.25	Add	Del
12/9/2019	12/9/2019	Planned CPD Officer Survey with UIC	0.5	Add	Del
12/10/2019	12/10/2019	Produced IRB materials for CPD Officer Survey	0.5	Add	Del
12/12/2019	12/12/2019	Participated in call with City's Office of Inspector General to introduce Diversity Director and discuss data issues with Asst IG relevant to Consent Decree	0.75	Add	Del
12/13/2019	12/13/2019	Reviewed and suggested changes to IMT's Methodology Spreadsheet	1	Add	Del
12/16/2019	12/16/2019	Constructed IRB Protocol for UIC submission of CPD Police survey	1.5	Add	Del
12/16/2019	12/16/2019	Participated in CET meeting	1	Add	Del
12/16/2019	12/16/2019	Drafted Monthly Telephone Interview Instrument for CET	0.75	Add	Del
12/17/2019	12/17/2019	Responded to IMT concern about par. 82	1	Add	Del
12/18/2019	12/18/2019	Developed questions for Draft CPD Officer Survey	2	Add	Del
12/19/2019	12/19/2019	Developed second set of items for Draft CPD Officer Survey	2	Add	Del
12/19/2019	12/19/2019	Provided feedback on Youth Safety Advisory Council meeting with CET	0.25	Add	Del
12/20/2019	12/20/2019	Finalized first draft of CPD Police Officer Survey and submitted to IMT for input	2	Add	Del
12/20/2019	12/20/2019	Reviewed requirements for Par. 66 and 71 for OEMC call on Jan. 3, 2020	0.25	Add	Del
12/23/2019	12/23/2019	Provided feedback to CET on Geo-based community engagement strategy for "most policed" areas	0.5	Add	Del
12/31/2019	12/31/2019	Organized IMT review of CPD methodology for tracking misdemeanors and ANOVs	0.25	Add	Del
				Add	Del
Total Hours			17	Rate	\$125.00
TOTAL LABOR:				\$2,125.00	

Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$2,125.00

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INVOICE

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.)



Signature

Jan 1, 2020

Date

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INVOICE

Vendor Name: Julie Solomon
 Remit to Address: [REDACTED]
 City: [REDACTED] State: [REDACTED] Zip: [REDACTED]
 Contact Name: _____
 Phone: [REDACTED] Email: _____

Invoice Date	Invoice Number
1/3/2020	
Billing Period From:	Billing Period To:
12/1/2019	12/31/2019

Remittance Type Requested: Check EFT

Bill To: Schiff Hardin LLP; 233 S. Wacker Drive, Suite 7100; Chicago, IL 60606; M-Hickey@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	
12/2/2019		Call with Ariel, SH, formal document submission + all email	3	Add	Del
12/3/2019		Review IMR 2 to determine site visit requests for January; submit to LN + call with analyst re: site visit plan; Response to CC re: CPD	3	Add	Del
12/4/2019		Prep for Bi-weekly OEMC call	1	Add	Del
12/5/2019		Biweekly OEMC call, Follow up with analyst + Tyeesha	1.5	Add	Del
12/7/2019		First Review of CPD-15.520, S04-20-02 ,CPD-11.377, G03-02-01, G03-02	3.5	Add	Del
12/8/2019		Communication with Schiff, CNA, Analyst re: concern with process of finalized revised directives; email; review of Oct data request to CPD	3	Add	Del
12/8/2019		IMR 2 PP prep for biweekly rescheduled call; review of draft CPD dashboard, review of refresher training notes	2	Add	Del
12/9/2019		Conference call with CNA/Schiff Hardin re: CIT Policy Revision Process	1.75	Add	Del
12/11/2019		Final review/edit and submission of CIT draft IMR 2 plan to Schiff-Hardin	2	Add	Del
12/14/2019		Reiew of SH IMR 2 plan for entire IMT and Review and submission to SH S-04-20-03, S04-20-05, G 03-02, G03-02-01	4	Add	Del
12/16/2019		Phone call with CNA (LK) and review of site visit schedule sent to CPD	0.5	Add	Del
12/16/2019		Biweekly CPD call + prep	1.5	Add	Del
Total Hours			26.75	Rate	\$125.00
TOTAL LABOR:			\$3,343.75		

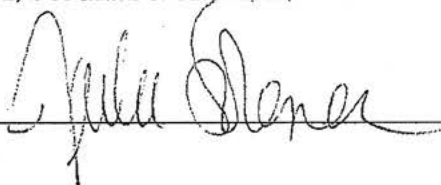
Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$3,343.75

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.)

Jan 3, 2020



 Signature Date

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Vendor Name: Kathleen O'Toole
 Remit to Address: [REDACTED]
 Contact Name: Kathleen O'Toole
 Phone: [REDACTED]
 Email: [REDACTED]
 Invoice Date: 01/02/20
 Invoice Number: 1091
 Billing Period: 12/01/19 to 12/31/19
 Bill to: Schiff Hardin LLP, 233 S. Wacker Drive, Suite 7100, Chicago, IL 60606;
MHickey@schiffhardin.com

Chicago Consent Decree		
Date of Service	Description of Work	Hours
12/05/19	Research and UOF feedback on LEED as requested	.5
12/05/19	Prepare IMT visit requirements	.25
12/09/19	Prep for wellness call	.25
12/09/19	Wellness call	.75
12/09/19	Call with Deputy Monitor	.5
12/10/19	Call with Superintendent	.75
12/11/19	Call with IG's Office	.75
12/12/19	Call with OAG	.25
12/12/19	Follow-up research and communications re IG inspection	1.25
12/12/19	Documents review wellness	.5
12/12/19	Discussion with TF re TISM	.25
12/13/19	Research and communication with RM, TF, BW, SS re Police Board issue FOID card.	2.0
12/13/19	Review methodology spreadsheet	.25
12/15/19	Wellness document review and communications on Chaplains SOP and other upcoming agenda items.	2.0
12/16/19	Review proposed directive on Supervision pilot	.75
12/16/19	Supervision Call	.5

12/18/19	Review Situational Decision Making Curriculum	1

Total labor: 11.5 hours
Rate: \$ 125.00 an hour
Amount Due: \$ 1437.50

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 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. (US Code Title 18, Section 1001 and Title 31, Sections 3729-3730).



Signature
Kathleen O'Toole

01/02/20

Date

INVOICE

Vendor Name: Medlock Enterprises, LLC.
 Remit to Address: [REDACTED]
 City: [REDACTED] State: [REDACTED] Zip: [REDACTED]
 Contact Name: Harold Medlock
 Phone: [REDACTED] Email: [REDACTED]

Invoice Date	Invoice Number
1/4/2020	ME2019-09
Billing Period From:	Billing Period To:
12/1/2019	12/31/2019

Remittance Type Requested: Check EFT

Bill To: Schiff Hardin LLP c/o CNA; 3003 Washington Blvd; Arlington, VA 22201; acctspayable@cna.org

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
12/4/2019	12/4/2019	Review and Comment on G09-01-06 Social Media Policy and Docs (0530-0630)	1	Add	Del
12/6/2019	12/6/2019	Emails/Phone Calls with IMT and CPD (throughout the day)	1	Add	Del
12/8/2019	12/13/2019	Emails, Phone Calls with IMT, CPD T. Dixon, R. Monroe, Kunard, Brenson, Grabowski	2.5	Add	Del
12/10/2019	12/10/2019	Prep for/and Phone Conference with BIA(1430-1615)	1.75	Add	Del
12/10/2019	12/10/2019	Phone Conference with Chief Beck	0.5	Add	Del
12/12/2019	12/12/2019	Review CCR Test Question Doc/COPA Scope of Work Doc (0900-1100)	2	Add	Del
12/12/2019	12/12/2019	Phone Conference with OAG/R.Monroe (1200-1230)	0.5	Add	Del
12/12/2019	12/12/2019	Phone Conference with CPD Arif/Monroe, Ms. Hickey/Evans re: UOF and UOF Investigations (1300-1400)	1	Add	Del
12/12/2019	12/12/2019	Phone Conference with IG re: new IG employee (1400-1500)	1	Add	Del
12/12/2019	12/12/2019	Phone Conference with COPA (check in call)	0.5	Add	Del
12/13/2019	12/13/2019	Phone Calls/Emails/IMT re: reports, methodologies, policies,, Phone Conference with ORM	1.5	Add	Del
12/13/2019	12/13/2019	Review and Comment on Methodologies Document	1	Add	Del
12/13/2019	12/13/2019	Phone Conference with Police Board (1000-1100)	1	Add	Del
12/13/2019	12/13/2019	Phone Conference with Arif, ORM, R&D, Evans, Monroe re UOF and OIS (1400-1500)	1	Add	Del
12/14/2019	12/14/2019	Review and comment on Notes for the Monitor for Response to OIS (0800-0945)	1.75	Add	Del
12/16/2019	12/16/2019	Complete January Site Visit Form (2000-2045)	0.75	Add	Del
12/16/2019	12/16/2019	Review OIS/OID Policies and Comment (1400-1700)	3	Add	Del
12/19/2019	12/19/2019	Review Notes from OAG re: OIS/OID (1900-2000)	1	Add	Del
12/19/2019	12/19/2019	Review IMT Response re: OIS/OID (0730-0830)	1	Add	Del
12/20/2019	12/20/2019	Phone Conference with M. Decarlo re: OIS/OID questions (1800-1845)	0.75	Add	Del
Total Hours			24.5	Rate	\$125.00
TOTAL LABOR:					\$3,062.50

Check here if you are not billing for any travel

Purpose of Travel: _____

TRAVEL/ODC'S - (Itemize and provide receipts as specified on your contract)

Travel Date(From)	Travel Date (To)	Expense Type	Description	QTY	Rate	Total	Add/ Delete
							Add Del

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INVOICE

						Add	Del	
Subtotal Travel/ODC's:								
Privately Owned Vehicle Mileage Reimbursement								
Date of Expense	Description: <i>(Include starting location and ending location)</i>	Miles	Rate	Total	Add/ Delete			
					Add	Del		
Subtotal Mileage (rounded):							\$0	
TOTAL TRAVEL:							\$0.00	

INVOICE TOTAL DUE: \$3,062.50

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.)

 _____ Signature	Jan 4, 2020 _____ Date
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INVOICE

Vendor Name: Paul F Evans
 Remit to Address: [REDACTED]
 City: [REDACTED] State: [REDACTED] Zip: [REDACTED]
 Contact Name: Paul F Evans
 Phone: [REDACTED] Email: [REDACTED]

Invoice Date	Invoice Number
January 5,2020	Chicago#10
Billing Period From:	Billing Period To:
December1,2019	December31,2019

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	
12/2/2019	1/3/2019	Review emails and CPD response to public comments on pointing firarms and issues relative to the Superintendent	0.5	Add	Del
12/3/2019	12/3/2019	Review scheduling and emails, review Chicago IG website in prep for this Thursday call	1	Add	Del
1/4/2019	1/4/2019	Emails back and forth on January site visit, prepare tomorrow call	1.25	Add	Del
1/5/2019	12/5/2019	Prepare and conduct 2 conference call one regular use of force, second Inspector General call, agendas for both	4.5	Add	Del
12/6/2019	12/6/2019	Review Tableau and COPA website for updates, review Coalition comments on tasers and read emails	1.25	Add	Del
12/10/2019	12/10/2019	Call with Chief Beck and Deputy Monitor Monroe and three Assistant Monitors	0.75	Add	Del
12/11/2019	12/11/2019	Phone Call with Deputy Monitor Monroe, multiple emails regarding Officer Involved Deaths, Shootings	1	Add	Del
1/12/2019	12/12/2019	Conference call with Members of the IMT, including Monitor and Deputy Monitor and Arif Alkinhe of Chief Beck's staff, multiple callswith Mr Monroe	1.75	Add	Del
12/13/2019	12/13/2019	Phone call with Mr Monroe regarding methodology, conference call with CPD OAG on temporary policies on OIS, OID	1.15	Add	Del
12/14/2019	12/14/2019	Review and comments on firearm discharges	0.5	Add	Del
12/16/2019	12/16/2019	Read, review and critique death investigations	1	Add	Del
12/18/2019	12/18/2019	Phone calls with Rodney and others on tomorrow's agenda	0.5	Add	Del
12/19/2019	12/19/2019	Bi weekly use of force call, CPD, OAG and discussion on temporary rules and prep time	2.15	Add	Del
12/20/2019	12/20/2019	reviewing and responding to emails regarding force issues	0.45	Add	Del
12/21/2019	12/31/2019	review emails and materials	0	Add	Del
				Add	Del
				Add	Del
Total Hours			17.75	Rate	\$125.00
TOTAL LABOR:			\$2,218.75		

Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$2,218.75

Invoice Comments/Notes:

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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.)



Signature



Date

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Vendor Name: Stephen Rickman

Remit to Address :

Contact Name : Stephen Rickman

Phone:

Email:

Invoice Date : 01/3/2020

Invoice Number : 0010

Billing Period: 12/1//2019 to 12/30/2019

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

Chicago Consent Decree

Date of service.	Description of work.	Hours
12/2/19.	CET team call re community engagement strategy and events updates.	1.0
12/3/19.	Review of first draft of engagement methodology and comments/edits. -Preparation and submission of proposed schedule for January site visit.	2.5 1.0
12/5/19.	Submitted agenda and follow up calls/emails for next scheduled bi-weekly.	1.0
12/7/19.	Review of second draft of engagement methodology , comments and Follow ups emails and comments with staff.	2.0
12/12/19.	Preparation for and leading bi-weekly meeting with CPD covering # 15,45 Including compliance thresholds and updates.	2.5
12/13/19.	Review of draft IMR-2methodology including review- re-writes and edits And follow -up with staff.	2.5
12/15/19.	Preparation and submission of agenda for next CPD bi-weekly call.	.5
12/16/19.	Review of observation notes provided by CET from community meeting CET weekly meeting covering new CET meeting schedule, plan, and updates.	.5 1.0
12/17/19.	Site visit preparation, final scheduling and logistics. Initial review of CPD production letters for # 20,29 and review of attachments	.5 2.0
12/20/19/19.	Began review of CPD SRO training curriculum, lesson plans, community input And national standards relating to SRO training and CPD?CPS MOU.	4.0
12/22/19.	Continued review and analysis of training curriculum and lesson plans relative.	

	To specific CD requirements for training and community input to determine Alignment and gaps.	4.0
12/26/19.	Completed analysis and write up of SRO training assessment and Recommendations to CPD.	2.0
12/30/19.	Review of IMT SRO training assessment comments and additions to assessment and additional comments.	1.0

Total labor : 28 hours
Rate: \$ 125.00 an hour
Amount Due : \$3640.00

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 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. (US Code Title 18, Section 1001 and Title 31, Sections 3729-3730).

Signature
Stephen Rickman



Date

1/3/20

INVOICE

Vendor Name: Theron L. Bowman, Inc.
 Remit to Address: [REDACTED]
 City: [REDACTED] State: [REDACTED] Zip: [REDACTED]
 Contact Name: Theron L. Bowman, Ph.D.
 Phone: [REDACTED] Email: [REDACTED]

Invoice Date	Invoice Number
01/06/2020	TLB2020003
Billing Period From:	Billing Period To:
12/1/2019	12/31/2019

Remittance Type Requested: Check EFT

Bill To:

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	
12/3/2019		Reviewed/responded to 5 messages including LMS Training Schedules for December 2019, media reports, and IMT Data and Information Sharing Systems (1.5).	1.5	Add	Del
12/6/2019		Initiated/reviewed/responded to 12 messages including 9 December 2019 - Weekly Schedule, Meeting/Call w/Superintendent Beck, Prep for IMT-OAG training call, and Agenda Items for Upcoming Meeting (1.75).	1.75	Add	Del
12/8/2019		Reviewed/responded to 2 messages ref sergeant exam and Call w/ Superintendent Beck (0.5).	0.5	Add	Del
12/9/2019		Prepared for and participated in RHP biweekly call (0.5). Reviewed/responded to 5 messages ref Production Letter (Par. 245 246 Use of Force In Service Training), Conference call: IMT Chiefs & Supt. Beck, and call with Chief West (1.25).	1.75	Add	Del
12/10/2019		Reviewed/responded to 6 messages ref Request for agenda items for IMT-OAG-CPD training call, CPD Courses for Monitoring Team, and media reports (0.5).	0.5	Add	Del
12/13/2019		Responded to/edited methodology spreadsheet draft (1.0). Reviewed/responded to 15 messages ref Sergeants promotional exam, Updated Methodologies, BIA CCR CMS Training Quiz, 13 Dec 2019 IMT-OAG-CPD call on CPD training, 9 December 2019 Post Fire Revision, Letter from OAG to Interim Chief Beck, Monitor Access to 2 Programs, 16 December 2019 Weekly Schedule, Production Letter (Par. 269 270 Training Oversight Committee), Pre-Service Lieutenants Week 3 Schedule, Production Letter (Par. 85 Custodial Escort Training), and Production Letter (Par. 340 Policy Review) (2.25). Prepared for and participated in two calls with OAG and CPD ref Training (1.0).	4.25	Add	Del
12/16/2019		Prepared for and participated in phone call with OAG ref promotional processes (0.25). Reviewed/responded to 5 messages ref promotional processes, BIA CCR & CMS Training Records - IMT Comments and merit promotions (1.5).	1.75	Add	Del
12/17/2019		Phone call with Chief West ref training decisions (.25). Reviewed/responded to 5 messages ref elearning, Production Letter (Par. 284 Instructor Training), Production Letter (Situational Decisionmaking Training), media reports, and schedules (0.75).	1	Add	Del
12/19/2019		Reviewed and commented on 2020 FOID training (1.75). Reviewed/responded to 7 messages including CCR & CMS Training Records, Status Update, and BIA CCR & CMS Training Records - IMT Comments (1.0).	2.75	Add	Del
12/23/2019		Initiated/reviewed/responded to 7 messages ref CPD Call Notes, 23 December 2019 - Weekly Schedule, Orders concerning FTO qualifications, OAG Comments on the Use of Force Training, First Revision - 23 December 2019, and Captain and Commander Job Analysis - Updated Timeline (1.0).	1	Add	Del
				Add	Del

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12/30/2019		Initiated/reviewed/responded to 6 messages including submitted comments on Production Letter (Par. 42 SRO Training), and 30 December 2019 Weekly Schedule (4.25).	4.25	Add	Del
12/31/2019		Reviewed/responded to 5 messages, including IMT Comments - SRO Training, ACTION REQUESTED - IMT Records Request for IMR2, September 17 production, Draft IMT Comments - Revised Sergeant and Lieutenant Field Training Materials and IMT Policy/Procedure Response Deadlines (2.0).	2	Add	Del
Total Hours			23	Rate	\$125.00
TOTAL LABOR:			\$2,875.00		

Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$2,875.00

Invoice Comments/Notes:

December 1-31, 2019

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.)

Theron L. Bowman Sr., Ph.D.

Digitally signed by Theron L. Bowman Sr., Ph.D.
Date: 2020.01.05 22:09:31 -06'00'

01/06/2020

Signature

Date

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