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Maggie Hickey as Independent Monitor Involving the
Chicago Police Department

May 29, 2020
Invoice # 2441261
Matter # 51895-0000

FOR PROFESSIONAL SERVICES RENDERED
THROUGH April 30, 2020 in connection with
CPD Monitor

Total Fees	\$159,512.50
Total Disbursements/Charges	<u>\$86,234.52</u>
Total Current Invoice	<u>\$245,747.02</u>
Previous Balance from Last Billing Period	\$683,929.19
Less Payments Since Last Billing Period	<u>-\$683,929.19</u>
Total Amount Due (USD)	<u>\$245,747.02</u>



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FOR OUR PROFESSIONAL SERVICES RENDERED THROUGH
April 30, 2020 in connection with CPD Monitor

			HOURS	RATE	AMOUNT
4/1/20	Maggie Hickey	IMT weekly leadership call; review community newsletter and script for video message; teleconference regarding youth outreach; and participate in Police Board meeting.	4.25	500.00	2,125.00
4/1/20	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
4/1/20	Meredith R.W. DeCarlo	Review coverage information regarding superintendent finalists and COVID-19's effect on the CPD.	.25	395.00	98.75
4/1/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding the Monitoring Plan for Year Two	.50	395.00	197.50
4/1/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	1.75	395.00	691.25
4/1/20	Anthony-Ray Sepulveda	Police Board Special Meeting regarding finalists for CPD Superintendent	1.00	395.00	395.00

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			HOURS	RATE	AMOUNT
4/1/20	Anthony-Ray Sepulveda	Meeting with the Independent Monitor, Deputy Monitors, and other members of the Independent Monitoring Team regarding general updates	1.00	395.00	395.00
4/2/20	Kirstie Brenson	Call with A. Sepulveda, M. DeCarlo, A. Hairston, and K. Wood re production tracking sheets and monitoring plan for year 2.	1.50	360.00	540.00
4/2/20	Ariel R. Hairston	Updated the requests tracker to reflect the Illinois Office of Attorney General's most recent requests. Met with the associate attorneys to discuss next steps and status updates.	1.75	360.00	630.00
4/2/20	Meredith R.W. DeCarlo	Review information coverage and commentary regarding selection of a new superintendent and COVID-19 within the CPD.	.25	395.00	98.75
4/2/20	Meredith R.W. DeCarlo	Communicate with A-R Sepulveda, K. Brenson, A. Hairston, and K. Wood regarding COVID-19-related extension of deadlines, IMR2, Year 2 Monitoring Plan, and request and production tracking sheets.	1.50	395.00	592.50
4/2/20	Maggie Hickey	Discussion regarding IMR-2 report and draft plan; review community information letter and preparation of video; and teleconference regarding new Superintendent.	3.25	500.00	1,625.00
4/2/20	Kylie Wood	Conference call with A. Sepulveda and IMT associates; call with A. Sepulveda re edits to the policy tracker.	1.75	360.00	630.00

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			HOURS	RATE	AMOUNT
4/2/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	2.00	395.00	790.00
4/2/20	Anthony-Ray Sepulveda	Communications with members of the investigative team regarding record production	.75	395.00	296.25
4/2/20	Derek G. Barella	Review arbitrator decision regarding anonymous complaint protocols; telephone conference with M. Hickey regarding same; review consent decree and data room materials regarding same.	2.00	450.00	900.00
4/2/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding record productions, requests, and methodologies	1.75	395.00	691.25
4/2/20	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
4/2/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding the Monitoring Plan for Year Two	.50	395.00	197.50
4/2/20	Ryan Darby	Troubleshoot Relativity access and account issues for J. Solomon	.25	330.00	82.50
4/3/20	Meredith R.W. DeCarlo	Review information coverage regarding new Superintendent and communicate within the IMT regarding same.	.50	395.00	197.50

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4/3/20	Ariel R. Hairston	Reviewed recently received productions and updated our responses tracker to reflect recent changes.	.75	360.00	270.00
4/3/20	Maggie Hickey	Weekly call with AG, work on drafting Year Two plan, updates on reform management and status of CPD dealing with COVID-19.	2.75	500.00	1,375.00
4/3/20	Meredith R.W. DeCarlo	Review submissions from the City and CPD and revise IMT Responses tracking sheet.	.50	395.00	197.50
4/3/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team, the City of Chicago, the Chicago Police Department, and the Office of the Illinois Attorney General regarding record requests and productions	1.00	395.00	395.00
4/3/20	Anthony-Ray Sepulveda	Drafting the Independent Monitoring Team's Monitoring Plan for Year Two	1.50	395.00	592.50
4/3/20	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
4/3/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding the Monitoring Plan for Year Two	1.75	395.00	691.25
4/3/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	2.50	395.00	987.50

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			HOURS	RATE	AMOUNT
4/3/20	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
4/3/20	Derek G. Barella	Review arbitrator decision regarding anonymous complaint protocols; telephone conference with M. Hickey and IIG attorneys regarding same; review consent decree and data room materials regarding same.	1.25	450.00	562.50
4/3/20	Ryan Darby	Quality check new production documents loaded to Relativity and communicate with case team re same	.50	330.00	165.00
4/4/20	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
4/5/20	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
4/6/20	Kirstie Brenson	Review IMT record requests re Accountability & Transparency.	2.00	360.00	720.00
4/6/20	Kirstie Brenson	Review IMT record requests re Supervision.	1.25	360.00	450.00
4/6/20	Kirstie Brenson	Draft comments to second version of COPA training plan.	1.25	360.00	450.00
4/6/20	Kirstie Brenson	Review IMT record requests re Officer Wellness.	2.75	360.00	990.00

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			HOURS	RATE	AMOUNT
4/6/20	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's Monitoring Plan for Year Two	1.25	395.00	493.75
4/6/20	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
4/6/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	.25	395.00	98.75
4/6/20	Anthony-Ray Sepulveda	Drafting the Independent Monitoring Team's Monitoring Plan for Year Two	3.50	395.00	1,382.50
4/6/20	Derek G. Barella	Review arbitrator decision regarding anonymous complaint protocols; review consent decree and data room materials regarding same.	.75	450.00	337.50
4/6/20	Ariel R. Hairston	Communicated with a team member regarding technical assistance comments for a certain production regarding crisis intervention. Organized links to responsive productions for the community policing associate monitor. Drafted a corresponding email requesting review and updated requests.	4.00	360.00	1,440.00
4/6/20	Meredith R.W. DeCarlo	Draft and revise chart summarizing requests for production for associate monitors.	1.75	395.00	691.25

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4/6/20	Maggie Hickey	Weekly call with City; call with the community engagement team; review data for Year Two plan.	2.50	500.00	1,250.00
4/6/20	Meredith R.W. DeCarlo	Update tracking sheet for IMT responses.	.50	395.00	197.50
4/7/20	Kirstie Brenson	Revise Policy Response Tracking Sheet.	.75	360.00	270.00
4/7/20	Kirstie Brenson	Revise comments on COPA Training Plan.	1.00	360.00	360.00
4/7/20	Anthony-Ray Sepulveda	Preparing for meetings with the Independent Monitoring Team regarding Monitoring Plan for Year Two	.25	395.00	98.75
4/7/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	1.25	395.00	493.75
4/7/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the Office of the Illinois Attorney General regarding draft of the Independent Monitoring Report 2	.25	395.00	98.75
4/7/20	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	1.75	395.00	691.25
4/7/20	Anthony-Ray Sepulveda	Drafting the Independent Monitoring Team's Monitoring Plan for Year Two	1.00	395.00	395.00
4/7/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding the Monitoring Plan for Year Two and general updates	1.25	395.00	493.75

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4/7/20	Maggie Hickey	Call with OAG re IMR-2; call regarding Year Two plan and review.	2.25	500.00	1,125.00
4/7/20	Meredith R.W. DeCarlo	Review coverage information regarding the CPD and (1) the coronavirus outbreak and (2) the new superintendent.	.25	395.00	98.75
4/7/20	Meredith R.W. DeCarlo	Draft and revise charts summarizing requests to CPD and City and emails to associate monitors regarding same; communicate with A-R Sepulveda regarding same.	2.75	395.00	1,086.25
4/7/20	Ariel R. Hairston	Found responsive productions to crisis intervention and community policing requests, organized corresponding links for the crisis intervention and impartial policing associate monitors' review, and drafted a corresponding email requesting review.	3.50	360.00	1,260.00
4/8/20	Meredith R.W. DeCarlo	Draft and revise document request.	.25	395.00	98.75
4/8/20	Ariel R. Hairston	Corresponded with team members regarding our requests and to schedule meetings.	1.00	360.00	360.00
4/8/20	Meredith R.W. DeCarlo	Communicate within the IMT regarding Year 2 monitoring plan.	.25	395.00	98.75
4/8/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	3.00	395.00	1,185.00

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4/8/20	Anthony-Ray Sepulveda	Preparing for meetings with the Independent Monitoring Team regarding Monitoring Plan for Year Two	.50	395.00	197.50
4/8/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding independent monitoring plan and general updates	1.50	395.00	592.50
4/8/20	Anthony-Ray Sepulveda	Drafting the Independent Monitoring Team's Monitoring Plan for Year Two	.25	395.00	98.75
4/8/20	Maggie Hickey	IMT leadership call and review for Year Two and Three priorities and plans.	3.25	500.00	1,625.00
4/8/20	Anthony-Ray Sepulveda	Meeting with the Independent Monitor, Deputy Monitors, and other members of the Independent Monitoring Team regarding general updates	1.00	395.00	395.00
4/8/20	Ryan Darby	Quality check new production documents loaded to Relativity and communicate with case team re same	.50	330.00	165.00
4/9/20	Kirstie Brenson	Call re Accountability & Transparency Record Requests.	1.00	360.00	360.00
4/9/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding independent monitoring plan and general updates	3.00	395.00	1,185.00
4/9/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	.50	395.00	197.50

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			HOURS	RATE	AMOUNT
4/9/20	Anthony-Ray Sepulveda	Preparing for meetings with the Independent Monitoring Team regarding Monitoring Plan for Year Two	.75	395.00	296.25
4/9/20	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	1.25	395.00	493.75
4/9/20	Anthony-Ray Sepulveda	Meeting with the Independent Monitoring Team and the Inspector General for the City of Chicago regarding general updates	.25	395.00	98.75
4/9/20	Anthony-Ray Sepulveda	Calls with members of the Independent Monitoring Team and the City of Chicago regarding Year Two	2.25	395.00	888.75
4/9/20	Maggie Hickey	Conference call with L. Kunard and Eliza (First Defense); conference call with A. Sepulveda, L. Kunard, T. Christoff, T. Dixon, A. Slagel re Year Two; conference call with A-RS and D. Barella re anonymous complaints; conference call with A-RS and C. Sun re accountability and transparency; call with IG Ferguson and calls with T. Dixon; conference call with Medlock and Monroe re DO commentary on utilization of to/from.	7.25	500.00	3,625.00

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4/9/20	Ariel R. Hairston	Corresponded with team members regarding revising previously submitted comments. Revised those previously submitted comments. Reviewed associate monitors' analysis of previous records requests. Coordinated meetings with team members to discuss records requests.	1.75	360.00	630.00
4/9/20	Meredith R.W. DeCarlo	Communicate within the IMT regarding requests to CPD and City, scheduling conference calls regarding same, and IMR-3 and IMR-4 paragraphs.	.75	395.00	296.25
4/9/20	Derek G. Barella	Review arbitrator decision regarding anonymous complaint protocols; review consent decree and data room materials regarding same; telephone conference with M. Hickey and A. Ray-Sepulveda regarding same; research regarding special IMT report regarding same.	1.25	450.00	562.50
4/9/20	Kylie Wood	Began correcting hyperlinks in Policy Tracker.	.25	360.00	90.00
4/9/20	Kylie Wood	Drafted comments for OEMC Mental Health Crisis Awareness 8-hours training.	3.50	360.00	1,260.00
4/9/20	Ryan Darby	Communicate with the case team re return of client data; quality check new production documents loaded to Relativity and communicate with case team re same	.50	330.00	165.00

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			HOURS	RATE	AMOUNT
4/10/20	Maggie Hickey	Weekly call with OAG; call with D. Barella and A. Sepulveda regarding arbitration award about anonymous complaints; call with IG J. Ferguson; and call with T. Dixon.	3.25	500.00	1,625.00
4/10/20	Ariel R. Hairston	Continued coordinating meetings with associate monitors and leadership regarding requests. Converted, uploaded, and circulated revised comments regarding certain impartial policing records.	1.25	360.00	450.00
4/10/20	Kirstie Brenson	Call with K. Wood re external Shared Site.	.50	360.00	180.00
4/10/20	Meredith R.W. DeCarlo	Communicate within the IMT regarding Year 2 Monitoring Plan and pending requests to City and CPD; review OAG comments on IMR2 and communications related to same.	.50	395.00	197.50
4/10/20	Kylie Wood	Revised Policy Tracker sheet by updating hyperlinks to productions.	3.75	360.00	1,350.00
4/10/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding independent monitoring plan and general updates	1.00	395.00	395.00
4/10/20	Derek G. Barella	Review arbitrator decision regarding anonymous complaint protocols; review consent decree, data room materials, OIG memorandum regarding same; telephone conference with M. Hickey, A. Ray-Sepulveda, and OIG counsel regarding same; research regarding special IMT report regarding same.	2.25	450.00	1,012.50

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4/10/20	Anthony-Ray Sepulveda	Drafting the Independent Monitoring Team's Monitoring Plan for Year Two	1.00	395.00	395.00
4/10/20	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
4/10/20	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	1.50	395.00	592.50
4/10/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding consent decree updates	.75	395.00	296.25
4/10/20	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's second monitoring report	.25	395.00	98.75
4/10/20	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)	1.50	395.00	592.50
4/11/20	Derek G. Barella	Review arbitrator decision regarding anonymous complaint protocols; review consent decree, data materials, and OIG memorandum regarding same; research regarding special IMT report regarding same.	1.00	450.00	450.00

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			HOURS	RATE	AMOUNT
4/12/20	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)	1.50	395.00	592.50
4/13/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	.25	395.00	98.75
4/13/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the parties to the consent decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office) regarding the draft of the Independent Monitoring Report 2	1.00	395.00	395.00
4/13/20	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
4/13/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding Year Two	1.00	395.00	395.00
4/13/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago (including members of the Chicago Police Department) regarding general updates	.25	395.00	98.75

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			HOURS	RATE	AMOUNT
4/13/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding independent monitoring plan and general updates	1.50	395.00	592.50
4/13/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding record productions	1.00	395.00	395.00
4/13/20	Ariel R. Hairston	Compiled responsive request documents per an associate monitor's request. Continued scheduling meetings regarding our records request. Reviewed and revised our response regarding certain crisis intervention training.	5.75	360.00	2,070.00
4/13/20	Meredith R.W. DeCarlo	Review agenda for bi-weekly Recruitment, Hiring, and Promotion call with the Parties; review emails and notes from calls with the Parties regarding IMR-3 and IMR-4 paragraph selection and draft IMR-2 report.	.50	395.00	197.50
4/13/20	Meredith R.W. DeCarlo	Call within IMT regarding Data-related requests to the City and CPD, as well as comments from OAG regarding draft IMR-2 report Data section; preparation for same, including review of mark-up of chart showing existing requests.	2.75	395.00	1,086.25
4/13/20	Kylie Wood	Revised Policy Tracker by updating hyperlinks and verifying information (halfway through first IMT response).	5.50	360.00	1,980.00

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4/13/20	Derek G. Barella	Review arbitrator decision regarding anonymous complaint protocols; review consent decree, data room materials, and OIG memorandum regarding same; research regarding special IMT report regarding same.	.75	450.00	337.50
4/13/20	Maggie Hickey	Weekly check-in with City/CPD; call with DS B. West; conference with City regarding Year Two Plan; conference with OAG and City to review the final draft of IMR2; and call with L. Kunard and A. Sepulveda regarding items due on Plan and Report.	4.25	500.00	2,125.00
4/14/20	Kirstie Brenson	Call with City re Accountability & Transparency Monitoring Plan for Year Two	1.00	360.00	360.00
4/14/20	Kirstie Brenson	Revise record request tracker.	.75	360.00	270.00
4/14/20	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)	1.00	395.00	395.00
4/14/20	Anthony-Ray Sepulveda	Bi-weekly 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 Recruitment, Hiring, and Promotions	.50	395.00	197.50

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			HOURS	RATE	AMOUNT
4/14/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding Year Two	1.00	395.00	395.00
4/14/20	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
4/14/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	.50	395.00	197.50
4/14/20	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	.25	395.00	98.75
4/14/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding record productions	1.00	395.00	395.00
4/14/20	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) and Relativity	.25	395.00	98.75

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4/14/20	Ariel R. Hairston	Reviewed emails from associate monitors regarding City and CPD productions. Discussed status of a certain production related to use of force. Held 2 teleconferences with two associate monitor regarding accessing productions. Reviewed and incorporated team members' comments regarding our response to certain crisis intervention trainings and records. Revised and circulated the same response.	5.50	360.00	1,980.00
4/14/20	Kylie Wood	Updated hyperlinks in Policy Tracker through first IMT comments column.	3.00	360.00	1,080.00
4/14/20	Meredith R.W. DeCarlo	Bi-weekly call with parties regarding Recruitment, Hiring, and Promotions, and preparation for same.	.50	395.00	197.50
4/14/20	Meredith R.W. DeCarlo	Communicate within the IMT regarding requests to City and CPD for records and documents, proposed paragraphs for inclusion in IMR-3 and IMR-4 reporting periods, and Use of Force annual in-service training and crisis intervention concepts covered in same.	2.50	395.00	987.50
4/14/20	Kylie Wood	Reviewed technical assistance on telecommunicator 8-hour training edits and sent comments.	.25	360.00	90.00

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4/14/20	Maggie Hickey	Recruitment weekly meeting; discussion with City regarding accountability for Year Two Plan; preparation for and lead 668 meeting.	4.25	500.00	2,125.00
4/14/20	Derek G. Barella	Review arbitrator decision regarding anonymous complaint protocols; review consent decree, data room materials, and OIG memorandum regarding same; research regarding special IMT report regarding same.	.50	450.00	225.00
4/14/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding general updates	.75	395.00	296.25
4/14/20	Ryan Darby	Coordinate with our eDiscovery vendor to troubleshoot Relativity access for members of the Monitor team	.25	330.00	82.50
4/15/20	Ariel R. Hairston	Teleconference with community policing team to discuss outstanding and new records requests for current reporting period. Teleconference with impartial policing team to discuss outstanding and new requests for current reporting period. Compiled productions per an associate monitor's request.	3.50	360.00	1,260.00
4/15/20	Kirstie Brenson	Call with A. Sepulveda.	.25	360.00	90.00
4/15/20	Kirstie Brenson	Call with H. Medlock.	.50	360.00	180.00

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4/15/20	Maggie Hickey	Weekly IMT leadership call; call with COPA Chief and review COPA materials to discuss with Associate Monitor H. Medlock; review Use of Force assessments for discussion with OAG; evaluate priorities for Year Two Plan.	3.25	500.00	1,625.00
4/15/20	Kylie Wood	Call with A. Sepulveda to review policy tracker questions.	1.00	360.00	360.00
4/15/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding record productions, requests, and methodologies	1.25	395.00	493.75
4/15/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding Community Policing records provided by the City of Chicago	.50	395.00	197.50
4/15/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding general updates	.50	395.00	197.50
4/15/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding various records provided by the City of Chicago	1.00	395.00	395.00
4/15/20	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

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			HOURS	RATE	AMOUNT
4/15/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team regarding Impartial Policing records provided by the City of Chicago	1.25	395.00	493.75
4/15/20	Anthony-Ray Sepulveda	Meeting with the Independent Monitor, Deputy Monitors, and other members of the Independent Monitoring Team regarding general updates	1.25	395.00	493.75
4/15/20	Meredith R.W. DeCarlo	Communicate within the IMT regarding responses to OAG's comments on IMR-2 draft Use of Force section.	.50	395.00	197.50
4/15/20	Meredith R.W. DeCarlo	Review information coverage regarding Chicago Police Department and coronavirus, including ACLU and FOP challenge to informational checkpoints.	.25	395.00	98.75
4/16/20	Kirstie Brenson	Prepare for and participate in meeting re Officer Wellness and Supervision record requests.	1.50	360.00	540.00
4/16/20	Derek G. Barella	Research regarding special IMT report	.50	450.00	225.00
4/16/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding general updates	.50	395.00	197.50
4/16/20	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

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			HOURS	RATE	AMOUNT
4/16/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding Year Two	1.25	395.00	493.75
4/16/20	Anthony-Ray Sepulveda	Reviewing drafts regarding the Independent Monitoring Team's second monitoring report	2.25	395.00	888.75
4/16/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	1.25	395.00	493.75
4/16/20	Anthony-Ray Sepulveda	Drafting the Independent Monitoring Team's Monitoring Plan for Year Two	1.00	395.00	395.00
4/16/20	Anthony-Ray Sepulveda	Police Board Meeting with Superintendent David Brown	.25	395.00	98.75
4/16/20	Ariel R. Hairston	Prepared for meeting regarding our crisis intervention records, including reviewing team members' comments regarding outstanding requests. Reviewed and replied to emails regarding rescheduling the crisis intervention records requests discussion. Began reviewing our survey summary report.	1.00	360.00	360.00
4/16/20	Maggie Hickey	Review of Use of Force section of IMR-2, OAG comments and Associate Monitors comments; review survey results; and participate in Police Board call.	1.50	500.00	750.00

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			HOURS	RATE	AMOUNT
4/16/20	Meredith R.W. DeCarlo	Call regarding IMR3 and IMR4 proposed Use of Force paragraphs with IMT members, T. Dixon, and A. Slagel; preparation for same; revision and circulation of notes to IMT members after call.	1.75	395.00	691.25
4/16/20	Ryan Darby	Quality check new production documents received from the City of Chicago and loaded to Relativity; update case team on status of same	.50	330.00	165.00
4/17/20	Derek G. Barella	Research regarding special IMT report; telephone conference with M Hickey and A Ray-Sepulveda regarding same	1.50	450.00	675.00
4/17/20	Ariel R. Hairston	Met with team members to discuss our crisis intervention requests. Began reviewing team members' comments regarding our response to certain crisis intervention training.	1.75	360.00	630.00
4/17/20	Meredith R.W. DeCarlo	Communicate within the IMT regarding the OAG's response to the Use of Force section of the draft IMR-2 report, and preparation for same.	1.50	395.00	592.50
4/17/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team, the City of Chicago, the Chicago Police Department, and the Office of the Illinois Attorney General regarding record requests and productions	.75	395.00	296.25
4/17/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding general updates	2.50	395.00	987.50

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			HOURS	RATE	AMOUNT
4/17/20	Kylie Wood	Corresponded with A. Hairston regarding drafting OEMC comments.	.25	360.00	90.00
4/17/20	Maggie Hickey	Preparation for Use of Force call regarding IMR-2; weekly call with OAG; call to discuss how to proceed with IMR-2 with OAG and City; discussion with D. Barella and A. Sepulveda regarding Arbitrator's award about anonymous complaints and implications.	3.50	500.00	1,750.00
4/17/20	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
4/18/20	Ariel R. Hairston	Reviewed and edited revised comments regarding certain crisis intervention training materials.	2.00	360.00	720.00
4/18/20	Kylie Wood	Revised OEMC Mental Health Awareness Training Comments draft to incorporate additional comments.	1.50	360.00	540.00
4/19/20	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)	1.50	395.00	592.50
4/20/20	Meredith R.W. DeCarlo	Communicate with P. Evans and V. Elliott regarding comments on the Force Review Division's SOP.	.25	395.00	98.75

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			HOURS	RATE	AMOUNT
4/20/20	Maggie Hickey	Community Engagement Team call regarding survey and new strategy in light of pandemic; weekly call with City/CPD; call with City regarding Year Two plan with focus in training; edits to survey report.	4.25	500.00	2,125.00
4/20/20	Ariel R. Hairston	Circulated an updated version of our comments regarding certain crisis intervention training materials. Followed up with an associate monitor regarding an open item related to those comments. Reviewed and commented on an internal community survey report.	3.50	360.00	1,260.00
4/20/20	Kirstie Brenson	Revise the records request and responses trackers.	.50	360.00	180.00
4/20/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago (including members of the Chicago Police Department) regarding general updates and action items	.25	395.00	98.75
4/20/20	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)	1.50	395.00	592.50
4/20/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding independent monitoring plan and general updates	2.00	395.00	790.00

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			HOURS	RATE	AMOUNT
4/20/20	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	1.25	395.00	493.75
4/20/20	Derek G. Barella	Prepare draft sections for special IMT report; research regarding same.	1.00	450.00	450.00
4/20/20	Anthony-Ray Sepulveda	Reviewing drafts regarding the Independent Monitoring Team's community survey	1.50	395.00	592.50
4/20/20	Kylie Wood	Communicated with A. Sepulveda and A. Hairston regarding draft comments.	.25	360.00	90.00
4/21/20	Kirstie Brenson	Revise comments to Officer Wellness Professional Counseling Division documents.	3.00	360.00	1,080.00
4/21/20	Maggie Hickey	Discussion with CPD/City regarding Use of Force working groups; work with City on Year Two Plan; calls with T. Dixon and DS B. West regarding staffing matters; and conference with IMT and CPD Auditing team.	4.50	500.00	2,250.00
4/21/20	Meredith R.W. DeCarlo	Revise tracking sheets, including updates regarding responses to IMT and OAG requests based on communications with IMT members.	2.50	395.00	987.50
4/21/20	Ariel R. Hairston	Updated tracking sheets to reflect received productions, submitted comments, and status updates for outstanding records requests. Began drafting new record requests for current reporting period.	4.25	360.00	1,530.00

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			HOURS	RATE	AMOUNT
4/21/20	Meredith R.W. DeCarlo	Conference call with City representatives and IMT members regarding Audit department's work and compliance with the consent decree; preparation for same.	1.75	395.00	691.25
4/21/20	Derek G. Barella	Prepare draft sections for special IMT report; research regarding same.	.50	450.00	225.00
4/21/20	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
4/21/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding Year Two	.50	395.00	197.50
4/21/20	Anthony-Ray Sepulveda	Call with members of the City of Chicago, the Chicago Police Department's Auditing Unit, and the Independent Monitoring Team regarding Year Two	1.50	395.00	592.50
4/21/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding independent monitoring plan and general updates	.75	395.00	296.25
4/22/20	Kirstie Brenson	Review and revise comments to Professional Counseling Division documents.	2.25	360.00	810.00

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			HOURS	RATE	AMOUNT
4/22/20	Maggie Hickey	Weekly IMT leadership call; call with J. Hoereth regarding survey results and draft report; call with A. Campenelli, Public Defender; call with IG J. Ferguson; and review of materials regarding arrestee rights.	4.50	500.00	2,250.00
4/22/20	Ariel R. Hairston	Communicated with team members regarding our comments on certain crisis intervention trainings. Incorporated an additional comment into the response.	.50	360.00	180.00
4/22/20	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
4/22/20	Derek G. Barella	Prepare draft sections for special IMT report; research regarding same.	.50	450.00	225.00
4/22/20	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	.25	395.00	98.75
4/22/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	.25	395.00	98.75
4/22/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and Chicago entities regarding policing updates	1.25	395.00	493.75

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			HOURS	RATE	AMOUNT
4/22/20	Anthony-Ray Sepulveda	Meeting with the Independent Monitor, Deputy Monitors, and other members of the Independent Monitoring Team regarding general updates	1.00	395.00	395.00
4/23/20	Kirstie Brenson	Review and revise responses tracker.	.50	360.00	180.00
4/23/20	Kirstie Brenson	Review and revise comments on Anonymous Complaint Website.	1.50	360.00	540.00
4/23/20	Meredith R.W. DeCarlo	Conference call with IMT members and OAG and City representatives regarding OAG comments on the draft Use of Force section of the IMR-2 report; preparation for same.	1.25	395.00	493.75
4/23/20	Ariel R. Hairston	Finalized and circulated our comments regarding certain crisis intervention trainings. Reviewed production timeline for certain crisis intervention trainings.	2.25	360.00	810.00
4/23/20	Maggie Hickey	Zoom conference with OAG, City and IMT regarding Use of Force sections of IMR-2; biweekly call with COPA; planning for year two and three; planning for virtual community engagement; and review of materials from public defender.	5.50	500.00	2,750.00

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			HOURS	RATE	AMOUNT
4/23/20	Meredith R.W. DeCarlo	Communicate with P. Evans regarding sampling of additional TRRs; communicate with A-R Sepulveda, A. Hairston, K. Brenson, and K. Wood regarding tracking sheets; communicate with A-R Sepulveda regarding Training Methodology and attendance records.	1.00	395.00	395.00
4/23/20	Kylie Wood	Corresponded with A. Sepulveda and team; revised policy tracker.	1.75	360.00	630.00
4/23/20	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
4/23/20	Derek G. Barella	Prepare draft sections for special IMT report; research regarding same.	1.00	450.00	450.00
4/23/20	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	2.00	395.00	790.00
4/23/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the parties to the consent decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office) regarding the draft of the Independent Monitoring Report 2	1.00	395.00	395.00

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			HOURS	RATE	AMOUNT
4/24/20	Ariel R. Hairston	Reviewed an email regarding a certain impartial policing production's review deadline. Per an associate monitor's request, located an impartial policing production and circulated it to the requesting associate monitor.	.75	360.00	270.00
4/24/20	Kylie Wood	Revised the policy tracker and sent notes to A. Sepulveda.	4.25	360.00	1,530.00
4/24/20	Meredith R.W. DeCarlo	Communicate within the IMT regarding access to CPD systems and TRRs.	.50	395.00	197.50
4/24/20	Maggie Hickey	Weekly check-in with OAG; IMT discussion of IMR-2 and Year Two Plan; meeting regarding Arbitrator's Award regarding Anonymous Complaints; and meetings, discussions and emails regarding arrestee's rights to a phone call and counsel amidst a pandemic.	3.75	500.00	1,875.00
4/24/20	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	3.25	395.00	1,283.75
4/24/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding updates	.75	395.00	296.25
4/24/20	Derek G. Barella	Review and revise draft special IMT report; research regarding labor arbitration section.	.50	450.00	225.00

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			HOURS	RATE	AMOUNT
4/24/20	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
4/24/20	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
4/24/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding general updates	1.00	395.00	395.00
4/26/20	Meredith R.W. DeCarlo	Communicate with A-R Sepulveda, K. Brenson, and A. Hairston regarding next steps and setting up discussion regarding same.	.25	395.00	98.75
4/27/20	Kirstie Brenson	Review CPD compliance submissions for paragraph 429 and revise H. Medlock's comments re same.	3.50	360.00	1,260.00
4/27/20	Maggie Hickey	Weekly call with City; IMT leadership call re IMR-2 and Year Two plan; edit and revise document regarding arrestee phone calls and attorney visits in a pandemic; CPIC calls and correspondence with COPA regarding shots fired by officer.	3.50	500.00	1,750.00
4/27/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding independent monitoring plan and general updates	.50	395.00	197.50

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			HOURS	RATE	AMOUNT
4/27/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago (including members of the Chicago Police Department) regarding general updates	1.00	395.00	395.00
4/27/20	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)	1.50	395.00	592.50
4/27/20	Anthony-Ray Sepulveda	Preparing the Independent Monitoring Team's responses to records from the City of Chicago	1.00	395.00	395.00
4/27/20	Ryan Darby	Investigate native file missing from Relativity and confirm it was not included in original production from the City; communicate with A. Sepulveda re same	.25	330.00	82.50
4/28/20	Kirstie Brenson	Revise K. O'Toole's comments on officer wellness documents.	1.50	360.00	540.00
4/28/20	Meredith R.W. DeCarlo	Review information coverage related to the CPD, its new superintendent, COVID-19, the consent decree, and IMT communications regarding same.	.25	395.00	98.75
4/28/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding consent decree updates	.25	395.00	98.75

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			HOURS	RATE	AMOUNT
4/28/20	Anthony-Ray Sepulveda	Reviewing the Independent Monitoring Team's Monitoring Plan for Year Two	3.25	395.00	1,283.75
4/28/20	Maggie Hickey	Calls regarding arrestee access to phones and attorneys in a pandemic; call with T. Dixon; discussion with IMT members regarding Year Two Plan; discussions on Arbitrator's Award on Anonymous Complaints; COPA follow-up on shots fired by officer/no hits; and calls with Superintend Brown's team.	3.75	500.00	1,875.00
4/28/20	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
4/28/20	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) and Relativity	.50	395.00	197.50
4/28/20	Ryan Darby	Communicate with the City of Chicago re specifications for native file productions; communicate with A. Sepulveda re same	.25	330.00	82.50
4/29/20	Kirstie Brenson	Revise H. Medlock's comments on OIG anonymous complaint website.	.50	360.00	180.00
4/29/20	Kirstie Brenson	Participate in call with OAG re Accountability section of IMR-2.	1.50	360.00	540.00

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4/29/20	Kirstie Brenson	Revise responses tracker.	.50	360.00	180.00
4/29/20	Kylie Wood	Compiled and sent notes to K. Brenson, A. Hairston and M. DeCarlo re missing information in Tracker; communicated with team re changes to the Tracker.	1.00	360.00	360.00
4/29/20	Meredith R.W. DeCarlo	Update tracking spreadsheets and communicate with A-R Sepulveda, K. Brenson, A. Hairston, and K. Wood regarding same.	.75	395.00	296.25
4/29/20	Maggie Hickey	Weekly IMT Leadership call; call with OAG and City regarding Accountability Section of IMR-2; Year Two call with City regarding Accountability paragraphs for Year Two Plan; and discussion with Deputy Monitor Monroe regarding planning after the pandemic with new Superintendent.	4.50	500.00	2,250.00
4/29/20	Meredith R.W. DeCarlo	Draft and revise IMT comments on revised S11-11 and FRD SOP.	.75	395.00	296.25
4/29/20	Ariel R. Hairston	Updated the tracker to reflect received productions. Reviewed email from team member regarding certain productions and replied to the same. Reviewed email and feedback from a team member regarding a certain community policing production.	1.25	360.00	450.00
4/29/20	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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			HOURS	RATE	AMOUNT
4/29/20	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
4/29/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the parties to the consent decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office) regarding the draft of the Independent Monitoring Report 2	1.50	395.00	592.50
4/29/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding general updates	.25	395.00	98.75
4/29/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the City of Chicago regarding Year Two	.75	395.00	296.25
4/29/20	Derek G. Barella	Work on special report regarding anonymous complaint investigations and arbitration decisions regarding same.	2.00	450.00	900.00
4/29/20	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
4/30/20	Meredith R.W. DeCarlo	Review information related to CPD Superintendent Brown and Dallas community representatives.	.25	395.00	98.75

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			HOURS	RATE	AMOUNT
4/30/20	Kylie Wood	Drafted technical assistance comments for CIT Coordinator Training.	1.00	360.00	360.00
4/30/20	Meredith R.W. DeCarlo	Draft and revise comments on Strategic Communications Plan (Captains and Commanders) and Force Review Division's SOP.	.25	395.00	98.75
4/30/20	Kylie Wood	Revised IMT tracker by updating links of second revisions.	1.50	360.00	540.00
4/30/20	Meredith R.W. DeCarlo	Communicate with A-R Sepulveda, K. Brenson, A. Hairston, and K. Wood regarding requests for IMR3, draft of IMR2 report, tracking sheets, methodologies for Year 2, and related strategic considerations.	2.25	395.00	888.75
4/30/20	Maggie Hickey	Call with D. O'Malley regarding phone protocol for PD during pandemic; call regarding anonymous complaint arbitration award; call with City and OAG regarding efforts on collective bargaining; and lead focus group of young adults from Mikva Challenge who participated in the Youth District Advisory Counsel for CPD.	4.50	500.00	2,250.00
4/30/20	Ariel R. Hairston	Met with team associates to discuss next steps and status updates. Reviewed and revised a draft response regarding a certain crisis intervention production.	3.50	360.00	1,260.00
4/30/20	Kirstie Brenson	Call with A. Sepulveda, M. Decarlo, A. Hairston, and K. Wood re IMR-2, record requests, and monitoring plan for year 2.	1.75	360.00	630.00

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			HOURS	RATE	AMOUNT
4/30/20	Kylie Wood	Strategized next steps for IMR2 drafting, production trackers, and next monitoring plan.	1.25	360.00	450.00
4/30/20	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
4/30/20	Anthony-Ray Sepulveda	Communications with members of the Independent Monitoring Team regarding general updates	2.25	395.00	888.75
4/30/20	Anthony-Ray Sepulveda	Meeting with members of the Independent Monitoring Team regarding Independent Monitoring Report 2, Monitoring Plan for Year 2, and record requests	2.00	395.00	790.00
4/30/20	Anthony-Ray Sepulveda	Call with members of the Independent Monitoring Team and the parties to the consent decree (the City of Chicago, the Chicago Police Department, and the Illinois Attorney General's Office) regarding collective bargaining agreements	.75	395.00	296.25
4/30/20	Derek G. Barella	Work on special report regarding anonymous complaint investigations and arbitration decisions regarding same; telephone conference with M. Hickey and A. Ray-Sepulveda regarding same; telephone conference with City and OAG regarding status of bargaining and interest arbitration matters.	2.25	450.00	1,012.50



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			HOURS	RATE	AMOUNT
4/30/20	Anthony-Ray Sepulveda	Reviewing records provided by the City of Chicago to the Independent Monitoring Team	.50	395.00	197.50
4/30/20	Ryan Darby	Transfer new production documents received from the City to our eDiscovery vendor and communicate with them re same; quality check production documents loaded to Relativity and notify case team of same	1.00	330.00	330.00
TOTAL FEES					\$159,512.50

DISBURSEMENTS/CHARGES:

DATE	DESCRIPTION	QUANTITY	AMOUNT
04/30/20	Professional Services - VENDOR: CNA CORP*****PAY ACH***** APRIL MONITOR HOURS OF 414.75 PLUS COSTS OF \$204	1.00	62,297.02
05/28/20	Professional Services - VENDOR: DENNIS P ROSENBAUM *****PAY BY ACH***** APRIL 2020 MONITOR HOURS OF 19.75	1.00	2,468.75
05/28/20	Professional Services - VENDOR: JULIE SOLOMON *****PAY BY ACH***** APRIL 2020 MONITOR HOURS OF 36.75	1.00	4,593.75
05/28/20	Professional Services - VENDOR: KATHLEEN M O'TOOLE *****PAY BY ACH***** APRIL 2020 MONITOR HOURS OF 27.75	1.00	3,468.75
05/28/20	Professional Services - VENDOR: MEDLOCK ENTERPRISES *****PAY ACH***** APRIL MONITOR HOURS 31	1.00	3,875.00



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DATE	DESCRIPTION	QUANTITY	AMOUNT
05/28/20	Professional Services - VENDOR: PAUL F EVANS JR *****PAY BY ACH***** APRIL 2020 MONTTOR HOURS	1.00	5,375.00
05/28/20	Professional Services - VENDOR: STEPHEN E RICKMAN *****PAY BY ACH***** APRIL 2020 MONITOR HOURS OF 21	1.00	2,625.00
05/28/20	Professional Services - VENDOR: THERON L BOWMAN INC *****PAY VIA AHC***** APRIL 2020 MONITOR HOURS OF 12.25	1.00	1,531.25
TOTAL	DISBURSEMENTS/CHARGES		\$86,234.52

TOTAL INVOICE **\$245,747.02**

SUMMARY OF PROFESSIONAL SERVICES

TIMEKEEPER	TITLE	HOURS	RATE	FEE AMOUNT
Maggie Hickey	Partner	84.25	500.00	42,125.00
Derek G. Barella	Partner	19.50	450.00	8,775.00
Kirstie Brenson	Associate	33.00	360.00	11,880.00
Meredith R.W. DeCarlo	Associate	32.25	395.00	12,738.75
Ariel R. Hairston	Associate	49.50	360.00	17,820.00
Anthony-Ray Sepulveda	Associate	135.25	395.00	53,423.75
Kylie Wood	Associate	31.75	360.00	11,430.00
Ryan Darby	Other - eDiscov	4.00	330.00	1,320.00
TOTAL		389.50		\$159,512.50

Maggie Hickey as Independent Monitor Involvi
CPD Monitor

May 29, 2020
Invoice # 2441261

MATTER SUMMARY

TOTAL FEES	\$159,512.50
TOTAL DISBURSEMENTS/CHARGES	<u>\$86,234.52</u>
TOTAL INVOICE FOR INVOICE # 2441261	\$245,747.02

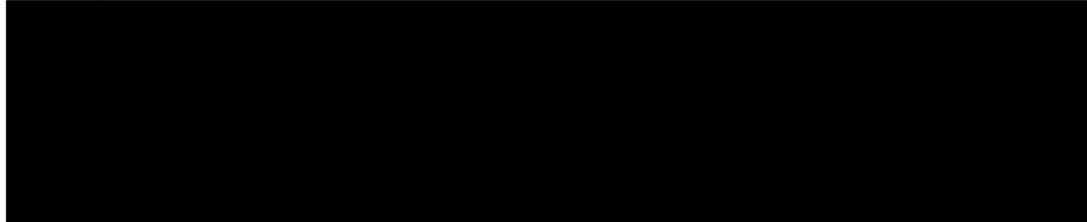
Wire Instructions

Payment may be wired to
(Including International Transactions):

For Payment Via ACH:

JPMorgan Chase Bank N.A.

Chase





Billing Number: CNAC-E051-0002
 Invoice Number: INV-248222

Invoice Date: 05/19/2020

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:	\$1,492,551.63	\$1,492,551.63
Fee:	\$0.00	\$0.00
Total:	\$1,492,551.63	\$1,492,551.63

Project Number: 1499.0001.E051
 Project Name: CPD Monitor Year2
 Project POP: 03/01/2020 to 02/28/2021
 Terms: NET 30
 Due Date: 06/18/2020
 VAT/Tax ID Number: [REDACTED]

Cumulative Amount Billed: \$145,124.24

Billing Period From: 04/01/2020
 To: 04/30/2020

	Current Hours	Rate	Current Amount	Cumulative Hours	Cumulative Amount
CNA Associate Monitor					
Decker, Scott H	8.00	204.3900	\$1,635.12	29.50	\$6,029.51
CNA Deputy Monitor					
Coldren, James R	29.00	247.6600	7,182.14	73.00	18,079.18
CNA Monitoring Team Support					
Richardson, Keri F	13.00	85.2000	1,107.60	33.50	2,854.20
Sun, Christopher M	14.50	167.4600	2,428.17	30.50	5,107.53
Felix, Tammy L	11.50	201.0700	2,312.31	36.00	7,238.53
Elliott, Vivian Y	19.50	215.2500	4,197.38	64.00	13,776.01
CNA Project Director					
Kunard, Laura L	69.00	178.4300	12,311.67	153.50	27,389.01
V Adler Univ-Elena Quintana					
Adler - Elena Quintana	7.25	167.3300	1,213.14	20.50	3,430.26
V Deputy Monitor					
R Monroe Public Safety Co	62.75	220.8800	13,860.22	135.75	29,984.46
V Laura McElroy					
McElroy Media Group	14.00	167.3300	2,342.62	35.75	5,982.05
V SME					
Thomas Christoff	29.75	108.7700	3,235.91	61.25	6,662.17
V Safer Foundn-Sodiqa Williams					
Safer - Sodiqa Williams	3.00	167.3300	501.99	7.50	1,254.98
V Subcontractor NSTE					
UIC - Richard Rothschild	50.00	46.0000	2,300.00	70.50	3,243.00
UIC - Matthew Sweeney	57.00	62.2000	3,545.40	127.00	7,899.40
UIC - Joseph K. Hoereth	26.50	147.9000	3,919.35	40.50	5,989.95
Professional Service	414.75		\$62,093.02	918.75	\$144,920.24
Books and Supplies			\$204.00		\$204.00
Other Direct Costs			\$204.00		\$204.00
Invoice Total			<u>\$62,297.02</u>		<u>\$145,124.24</u>

Current Incurred Hours: 414.75
 Cumulative Incurred Hours: 918.75



Billing Number:	CNAC-E051-0002	Project Number:	1499.0001.E051		
Invoice Number:	INV-248222	Project Name:	CPD Monitor Year2	Invoice Date:	05/19/2020

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 loubarisl@cna.org.

Fernando White

Fernando L. White
Project Accounting Manager

5/19/2020

Date



Billing Number: CNAC-E051-0002 Project Number: 1499.0001.E051
 Invoice Number: INV-248222 Project Name: CPD Monitor Year2 Invoice Date: 05/19/2020

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	8.00	204.3900	\$1,635.12	29.50	\$6,029.51
ASMONI CNA Associate Monitor		8.00		\$1,635.12	29.50	\$6,029.51
DEPMON CNA Deputy Monitor	Coldren, James R	29.00	247.6600	\$7,182.14	73.00	\$18,079.18
DEPMON CNA Deputy Monitor		29.00		\$7,182.14	73.00	\$18,079.18
MONTSP CNA Monitoring Team Support	Richardson, Keri F	13.00	85.2000	\$1,107.60	33.50	\$2,854.20
MONTSP CNA Monitoring Team Support	Sun, Christopher M	14.50	167.4600	\$2,428.17	30.50	\$5,107.53
MONTSP CNA Monitoring Team Support	Felix, Tammy L	11.50	201.0700	\$2,312.31	36.00	\$7,238.53
MONTSP CNA Monitoring Team Support	Elliott, Vivian Y	19.50	215.2500	\$4,197.38	64.00	\$13,776.01
MONTSP CNA Monitoring Team Support		58.50		\$10,045.46	164.00	\$28,976.27
PJDIR CNA Project Director	Kunard, Laura L	69.00	178.4300	\$12,311.67	153.50	\$27,389.01
PJDIR CNA Project Director		69.00		\$12,311.67	153.50	\$27,389.01
COMMEN V Adler Univ-Elena Quintana	Adler - Elena Quintana	7.25	167.3300	\$1,213.14	20.50	\$3,430.26
COMMEN V Adler Univ-Elena Quintana		7.25		\$1,213.14	20.50	\$3,430.26
DEPMON V Deputy Monitor	R Monroe Public Safety Co	62.75	220.8800	\$13,860.22	135.75	\$29,984.46
DEPMON V Deputy Monitor		62.75		\$13,860.22	135.75	\$29,984.46
COMMEN V Laura McElroy	McElroy Media Group	14.00	167.3300	\$2,342.62	35.75	\$5,982.05
COMMEN V Laura McElroy		14.00		\$2,342.62	35.75	\$5,982.05
SME V SME	Thomas Christoff	29.75	108.7700	\$3,235.91	61.25	\$6,662.17
SME V SME		29.75		\$3,235.91	61.25	\$6,662.17
COMMEN V Safer Foundn-Williams	Safer - Sodiqa Williams	3.00	167.3300	\$501.99	7.50	\$1,254.98
COMMEN V Safer Foundn-Williams		3.00		\$501.99	7.50	\$1,254.98
SUBN V Subcontractor NSTE	UIC - Richard Rothschild	50.00	46.0000	\$2,300.00	70.50	\$3,243.00



Billing Number: CNAC-E051-0002 Project Number: 1499.0001.E051
 Invoice Number: INV-248222 Project Name: CPD Monitor Year2 Invoice Date: 05/19/2020

Group Description: Professional Service

Labor		Current	Current	Cumulative	Cumulative
Cat	Desc	Hours	Rate	Hours	Amount
SUBN V	UIC - Matthew	57.00	62.2000	127.00	\$7,899.40
Subcontractor	NSTE Sweeney				
SUBN V	UIC - Joseph K.	26.50	147.9000	40.50	\$5,989.95
Subcontractor	NSTE Hoereth				
SUBN V	Subcontractor NSTE	133.50		238.00	\$17,132.35
Professional Service		414.75		918.75	\$144,920.24



Billing Number: CNAC-E051-0002 Project Number: 1499.0001.E051
Invoice Number: INV-248222 Project Name: CPD Monitor Year2 Invoice Date: 05/19/2020

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:</u>	<u>Books and Supplies</u>						
Books & Periodicals	4/3/20 ConstContact Feb-Apr20	250250	2020/8	PNC Purchasing Card	PPE05012020B	\$204.00	
Total: Books and Supplies						\$204.00	
Other Direct Costs						\$204.00	\$204.00

Chicago Police Department Independent Monitoring Team Project
Summary of CNA Staff Hours
Month: April 2020

Row Labels	Sum of Hours
Christopher Sun	14.50
4/1/2020	2.00
4/2/2020	1.00
4/7/2020	0.50
4/9/2020	2.00
4/14/2020	1.00
4/15/2020	2.00
4/22/2020	1.50
4/27/2020	1.50
4/29/2020	1.50
4/30/2020	1.50
Elena Quintana	7.25
4/6/2020	1.50
4/9/2020	1.00
4/13/2020	0.25
4/14/2020	0.25
4/15/2020	1.00
4/16/2020	0.25
4/20/2020	1.50
4/22/2020	0.25
4/27/2020	0.50
4/29/2020	0.50
4/30/2020	0.25
James Coldren	29.00
4/1/2020	1.00
4/2/2020	1.00
4/3/2020	2.00
4/5/2020	1.00
4/6/2020	2.00
4/8/2020	1.50
4/9/2020	2.00
4/13/2020	1.50
4/14/2020	3.00
4/15/2020	2.00
4/17/2020	1.50
4/19/2020	1.50
4/20/2020	1.00
4/21/2020	1.50
4/22/2020	1.00
4/28/2020	2.00
4/29/2020	2.50

5/14/2020	1.00
Joseph Hoereth	26.50
4/6/2020	1.00
4/9/2020	3.00
4/10/2020	3.00
4/20/2020	1.00
4/24/2020	0.50
4/27/2020	6.00
4/28/2020	4.00
4/29/2020	4.00
4/30/2020	4.00
Keri Richardson	13.00
4/2/2020	1.00
4/3/2020	0.50
4/6/2020	2.50
4/10/2020	0.50
4/14/2020	1.00
4/20/2020	1.50
4/21/2020	0.50
4/22/2020	0.50
4/23/2020	0.50
4/24/2020	0.50
4/27/2020	1.00
4/28/2020	0.50
4/29/2020	1.00
4/30/2020	1.50
Laura Kunard	69.00
4/3/2010	1.00
4/1/2020	4.00
4/2/2020	6.00
4/3/2020	3.00
4/6/2020	4.00
4/7/2020	2.00
4/8/2020	4.00
4/9/2020	5.00
4/10/2020	4.00
4/13/2020	4.00
4/14/2020	3.00
4/15/2020	4.00
4/16/2020	3.00
4/17/2020	4.00
4/20/2020	3.00
4/22/2020	3.00
4/23/2020	2.50
4/24/2020	3.00
4/27/2020	2.00
4/29/2020	3.00

4/30/2020	1.50
Laura McElroy	14.00
4/1/2020	0.75
4/2/2020	1.00
4/5/2020	0.25
4/6/2020	2.25
4/8/2020	1.00
4/10/2020	0.50
4/20/2020	2.00
4/21/2020	1.00
4/22/2020	0.50
4/23/2020	1.00
4/24/2020	0.50
4/27/2020	0.75
4/28/2020	0.50
4/29/2020	1.00
4/30/2020	1.00
Matthew Sweeney	57.00
4/1/2020	3.00
4/2/2020	3.00
4/3/2020	3.00
4/4/2020	2.00
4/6/2020	3.00
4/7/2020	2.00
4/8/2020	2.00
4/9/2020	4.00
4/10/2020	3.00
4/13/2020	3.00
4/15/2020	2.00
4/16/2020	1.00
4/17/2020	4.00
4/21/2020	2.00
4/22/2020	2.00
4/23/2020	3.00
4/24/2020	3.00
4/27/2020	5.00
4/28/2020	2.00
4/29/2020	2.00
4/30/2020	3.00
Rodney Monroe	62.75
4/1/2020	1.00
4/2/2020	1.25
4/4/2020	1.25
4/6/2020	1.00
4/7/2020	3.00
4/8/2020	3.75
4/9/2020	4.00

4/11/2020	4.25
4/13/2020	4.50
4/14/2020	4.50
4/15/2020	2.75
4/16/2020	2.00
4/17/2020	2.00
4/19/2020	1.50
4/20/2020	2.50
4/21/2020	3.50
4/22/2020	1.75
4/23/2020	3.00
4/24/2020	2.00
4/26/2020	1.75
4/27/2020	1.75
4/28/2020	3.50
4/29/2020	4.00
4/30/2020	2.25
Roy Rothschild	50.00
4/6/2020	5.50
4/7/2020	2.00
4/8/2020	1.50
4/9/2020	2.50
4/10/2020	3.50
4/16/2020	4.00
4/17/2020	3.50
4/20/2020	1.00
4/21/2020	1.50
4/22/2020	3.00
4/23/2020	2.00
4/24/2020	1.50
4/27/2020	3.00
4/28/2020	5.00
4/29/2020	6.00
4/30/2020	4.50
Scott Decker	8.00
4/3/2020	1.00
4/20/2020	1.00
4/21/2020	2.00
4/22/2020	1.00
4/28/2020	1.00
4/29/2020	2.00
Sodiqa Williams	3.00
4/1/2020	1.00
4/6/2020	1.00
4/30/2020	1.00
Tammy Felix	11.50
4/6/2020	0.50

4/8/2020	0.50
4/9/2020	0.50
4/10/2020	1.00
4/13/2020	0.50
4/14/2020	1.00
4/15/2020	1.50
4/16/2020	1.00
4/17/2020	0.50
4/21/2020	1.50
4/22/2020	0.50
4/24/2020	0.50
4/27/2020	0.50
4/28/2020	0.50
4/29/2020	0.50
4/30/2020	0.50
Tom Christoff	29.75
4/3/2020	3.25
4/6/2020	1.00
4/9/2020	4.50
4/13/2020	2.00
4/14/2020	9.25
4/16/2020	1.75
4/17/2020	2.50
4/20/2020	1.50
4/21/2020	1.50
4/29/2020	2.50
4/30/2020	
Vivian Elliott	19.50
4/1/2020	1.00
4/8/2020	1.00
4/10/2020	0.50
4/14/2020	1.50
4/15/2020	4.50
4/16/2020	3.00
4/17/2020	1.50
4/21/2020	3.00
4/22/2020	1.00
4/23/2020	1.50
4/29/2020	1.00
Grand Total	414.75

Contractor Name	Month/Year	Date	Description of Labor	Hours
Christopher Sun	April 2020	4/1/2020	2.0 - DR IMR3 Baseline Prep	2.00
Christopher Sun	April 2020	4/2/2020	1.0 - DR IMR3 Background Work	1.00
Christopher Sun	April 2020	4/7/2020	.5 - HM Doc Review	0.50
Christopher Sun	April 2020	4/9/2020	1.0 - PSIG Call	1.00
Christopher Sun	April 2020	4/9/2020	1.0 - IMT Records requests with HM	1.00
Christopher Sun	April 2020	4/14/2020	Accountability check in	1.00
Christopher Sun	April 2020	4/15/2020	1.0 - Impartial Policing Check-In	1.00
Christopher Sun	April 2020	4/15/2020	1.0 - Accountability Check-In	1.00
Christopher Sun	April 2020	4/22/2020	1.5 - IG Dashboard exploration for Impartial Policing	1.50
Christopher Sun	April 2020	4/27/2020	1.5 - OIG Dashboard exploration for DG	1.50
Christopher Sun	April 2020	4/29/2020	1.5 - OIG Dashboard exploration for DG	1.50
Christopher Sun	April 2020	4/30/2020	1.5 - DR OIG research and synthesis.	1.50
Elena Quintana	April 2020	4/6/2020	Interviewed mental health provider	0.50
Elena Quintana	April 2020	4/9/2020	Document Review	0.50
Elena Quintana	April 2020	4/9/2020	Interview Mental Health Provider	0.50
Elena Quintana	April 2020	4/13/2020	Email Review	0.25
Elena Quintana	April 2020	4/14/2020	Email Review	0.25
Elena Quintana	April 2020	4/15/2020	Document Review	0.50
Elena Quintana	April 2020	4/15/2020	Focus Group Planning	0.50
Elena Quintana	April 2020	4/16/2020	Email Review	0.25
Elena Quintana	April 2020	4/20/2020	Email Review	0.50
Elena Quintana	April 2020	4/22/2020	Email Review	0.25
Elena Quintana	April 2020	4/27/2020	Meeting with Youth Service Provider	0.50
Elena Quintana	April 2020	4/29/2020	Email Review	0.50
Elena Quintana	April 2020	4/30/2020	Email Review	0.25
Elena Quintana	April 2020	4/6/2020	IMT Meeting	1.00
Elena Quintana	April 2020	4/20/2020	IMT Meeting	1.00
James Coldren	April 2020	4/1/2020	Weekly IMT leadership meeting	1.00
James Coldren	April 2020	4/2/2020	Discussion regarding CET planning for year 2	1.00
James Coldren	April 2020	4/3/2020	Discussion regarding CET year 2 planning	0.50
James Coldren	April 2020	4/3/2020	Meeting re: year 2 focus groups	1.50
James Coldren	April 2020	4/5/2020	Worked on CET plan for year 2	1.00
James Coldren	April 2020	4/6/2020	CET bi-weekly call and follow up	2.00
James Coldren	April 2020	4/8/2020	Weekly IMT leadership call	1.50
James Coldren	April 2020	4/9/2020	Worked on CET plan for year 2	1.00
James Coldren	April 2020	4/9/2020	Reviewed IMT plan year 2	1.00
James Coldren	April 2020	4/13/2020	Review of community survey report	1.50
James Coldren	April 2020	4/14/2020	Participation in 668 meeting	1.50
James Coldren	April 2020	4/14/2020	Review of CIT materials	1.50
James Coldren	April 2020	5/14/2020	Review community survey report	1.00

James Coldren	April 2020	4/15/2020	IMT weekly leadership meeting	1.00
James Coldren	April 2020	4/15/2020	Meeting on Impartial Policing data requests	1.00
James Coldren	April 2020	4/17/2020	Review of CIT issues for IMR-2	1.00
James Coldren	April 2020	4/17/2020	Review of OEMC progress on mental health awareness training	0.50
James Coldren	April 2020	4/19/2020	Review of CET community survey report	1.50
James Coldren	April 2020	4/20/2020	Bi-weekly CET meeting	1.00
James Coldren	April 2020	4/21/2020	Call with CPD audit section	1.50
James Coldren	April 2020	4/22/2020	Weekly IMT leadership meeting	1.00
James Coldren	April 2020	4/28/2020	Discussion with Joe Hoereth on CET plan and survey report	1.00
James Coldren	April 2020	4/28/2020	Worked on CET plan for year 2	1.00
James Coldren	April 2020	4/29/2020	Weekly IMT leadership call	1.00
James Coldren	April 2020	4/29/2020	Meeting regarding CET plan and community survey report	1.50
Joseph Hoereth	April 2020	4/6/2020	CET Weekly Call	1.00
Joseph Hoereth	April 2020	4/9/2020	Preparation of survey summary for IMT	3.00
Joseph Hoereth	April 2020	4/10/2020	Preparation of survey summary for IMT	3.00
Joseph Hoereth	April 2020	4/20/2020	CET Weekly Call	1.00
Joseph Hoereth	April 2020	4/24/2020	Call with Maggie Hickey to discuss survey	0.50
Joseph Hoereth	April 2020	4/27/2020	Preparation of Draft Full Survey Report	6.00
Joseph Hoereth	April 2020	4/28/2020	Preparation of Draft Full Survey Report	4.00
Joseph Hoereth	April 2020	4/29/2020	Preparation of Draft Full Survey Report	4.00
Joseph Hoereth	April 2020	4/30/2020	Preparation of Draft Full Survey Report	4.00
Keri Richardson	April 2020	4/2/2020	Cet newsletter development	1.00
Keri Richardson	April 2020	4/3/2020	CET email correspondence, cet newsletter development	0.50
Keri Richardson	April 2020	4/6/2020	CET weekly meeting	1.50
Keri Richardson	April 2020	4/6/2020	SharePoint updating, CET newsletter, email correspondence	1.00
Keri Richardson	April 2020	4/10/2020	email correspondence, document review	0.50
Keri Richardson	April 2020	4/14/2020	CPD Recruitment and Promotion Call; note cleanup; email correspondence	1.00
Keri Richardson	April 2020	4/21/2020	email correspondence, document review	0.50
Keri Richardson	April 2020	4/20/2020	CET Weekly call, note cleanup, email correspondence	1.50
Keri Richardson	April 2020	4/22/2020	email correspondence, document review	0.50
Keri Richardson	April 2020	4/24/2020	email correspondence, document review	0.50
Keri Richardson	April 2020	4/23/2020	email correspondence, document review	0.50
Keri Richardson	April 2020	4/27/2020	constant contact troubleshooting	1.00
Keri Richardson	April 2020	4/28/2020	constant contact troubleshooting	0.50
Keri Richardson	April 2020	4/29/2020	constant contact troubleshooting, email correspondence, document review	1.00
Keri Richardson	April 2020	4/30/2020	constant contact troubleshooting, email correspondence	1.50
Laura Kunard	April 2020	4/1/2020	Weekly IMT meeting with Monitor and Deputy Monitors	1.00
Laura Kunard	April 2020	4/1/2020	Monitoring Plan for Year Two drafting	2.00
Laura Kunard	April 2020	4/1/2020	Police Board Special Meeting - Supt. Finalists	0.50
Laura Kunard	April 2020	4/1/2020	Discussion with IMT leadership team	0.50
Laura Kunard	April 2020	4/2/2020	Drafting Monitoring Plan for Year Two	4.00

Laura Kunard	April 2020	4/2/2020	IMT discussion about specific paragraphs for Year Two	2.00
Laura Kunard	April 2020	4/3/2020	Weekly check in call with OAG	0.50
Laura Kunard	April 2020	4/3/2020	IMT call to discuss Monitoring Plan for year two	1.50
Laura Kunard	April 2020	4/3/2020	IMT call to discuss special studies/surveys in Year Two	1.00
Laura Kunard	April 2020	4/3/2010	Review document requests with the Parties	1.00
Laura Kunard	April 2020	4/6/2020	Weekly check in call with City	0.50
Laura Kunard	April 2020	4/6/2020	Community Engagement Team bi-weekly conf call	1.00
Laura Kunard	April 2020	4/6/2020	CET follow up	0.50
Laura Kunard	April 2020	4/6/2020	Monitoring Plan for Year Two drafting	2.00
Laura Kunard	April 2020	4/7/2020	Initial conversation with OAG re: IMR-2	1.00
Laura Kunard	April 2020	4/7/2020	Monitoring Plan for Year Two drafting	1.00
Laura Kunard	April 2020	4/8/2020	Weekly IMT meeting with Monitor and Deputy Monitors	1.00
Laura Kunard	April 2020	4/8/2020	Monitoring Plan for Year Two drafting	2.00
Laura Kunard	April 2020	4/8/2020	Discussions with Associate Monitors re: MPY2	1.00
Laura Kunard	April 2020	4/9/2020	Call with community organization	1.00
Laura Kunard	April 2020	4/9/2020	Discussion with City re: MPY2	3.00
Laura Kunard	April 2020	4/9/2020	Discussion with Deputy Monitors re: MPY2	0.50
Laura Kunard	April 2020	4/9/2020	IMT communications/updates via email	0.50
Laura Kunard	April 2020	4/10/2020	Weekly check in call with OAG	0.50
Laura Kunard	April 2020	4/10/2020	IMT review of requests re: Crisis Intervention	0.50
Laura Kunard	April 2020	4/10/2020	Prepare agenda for 668 meeting + feedback from Parties	1.00
Laura Kunard	April 2020	4/10/2020	Review OAG initial comments on IMR-2	2.00
Laura Kunard	April 2020	4/13/2020	Weekly check in call with City	0.50
Laura Kunard	April 2020	4/13/2020	Call with City re: MPY2 Training	1.00
Laura Kunard	April 2020	4/13/2020	Initial conversation with OAG re: IMR-2	1.00
Laura Kunard	April 2020	4/13/2020	IMT review of data requests re: Data	1.00
Laura Kunard	April 2020	4/13/2020	IMT communications/updates via email	0.50
Laura Kunard	April 2020	4/14/2020	IMT review of data requests: UOF	0.50
Laura Kunard	April 2020	4/14/2020	Bi-weekly call: Recruitment	0.50
Laura Kunard	April 2020	4/14/2020	Discussion with City re: MPY2 Accountability	0.50
Laura Kunard	April 2020	4/14/2020	Monthly 668 meeting with Parties and Superintendent	1.50
Laura Kunard	April 2020	4/15/2020	Weekly IMT meeting with Monitor and Deputy Monitors	1.00
Laura Kunard	April 2020	4/15/2020	IMT strategy meeting: collaboration among UOF, CI, A&T	1.00
Laura Kunard	April 2020	4/15/2020	IMT review of data requests: Community Policing	1.00
Laura Kunard	April 2020	4/15/2020	IMT review of data requests: Impartial Policing	1.00
Laura Kunard	April 2020	4/16/2020	Discussion re: Police Board	0.50
Laura Kunard	April 2020	4/16/2020	Discussion with City re: MPY2 Use of Force	2.00
Laura Kunard	April 2020	4/16/2020	Monitoring Plan for Year Two - updates	0.50
Laura Kunard	April 2020	4/17/2020	IMT discussion re: IMR-2	0.50
Laura Kunard	April 2020	4/17/2020	Weekly check in call with OAG	0.50
Laura Kunard	April 2020	4/17/2020	Call with Parties re: IMR-2	1.00

Laura Kunard	April 2020	4/17/2020	IMT review of data requests: Crisis Intervention	1.00
Laura Kunard	April 2020	4/17/2020	Review document requests with the Parties	1.00
Laura Kunard	April 2020	4/20/2020	Weekly check in call with City	0.50
Laura Kunard	April 2020	4/20/2020	Bi-weekly call with Community Engagement Team	1.00
Laura Kunard	April 2020	4/20/2020	IMT communications/updates/scheduling meetings with Parties	1.50
Laura Kunard	April 2020	4/22/2020	Weekly IMT meeting with Monitor and Deputy Monitors	1.00
Laura Kunard	April 2020	4/22/2020	Monitoring Plan for Year Two - updates	2.00
Laura Kunard	April 2020	4/23/2020	Discussion of OAG's comments on UOF / IMR-2	1.50
Laura Kunard	April 2020	4/23/2020	Bi-weekly call: COPA	1.00
Laura Kunard	April 2020	4/24/2020	Weekly check in call with OAG	0.50
Laura Kunard	April 2020	4/24/2020	IMT communications and scheduling	0.50
Laura Kunard	April 2020	4/24/2020	Monitoring Plan for Year Two - updates / discussion	2.00
Laura Kunard	April 2020	4/27/2020	Weekly check in call with City	0.50
Laura Kunard	April 2020	4/27/2020	Monitoring Plan for Year Two - updates/discussion	1.50
Laura Kunard	April 2020	4/29/2020	Weekly IMT meeting with Monitor and Deputy Monitors	1.00
Laura Kunard	April 2020	4/29/2020	Discussion of OAG's comments on Accountability / IMR-2	1.50
Laura Kunard	April 2020	4/29/2020	MPY2 call with City re: accountability	0.50
Laura Kunard	April 2020	4/30/2020	Communications with the Coalition	0.50
Laura Kunard	April 2020	4/30/2020	Follow up from 668 meeting	0.50
Laura Kunard	April 2020	4/30/2020	Call with community member	0.50
Laura McElroy	April 2020	4/1/2020	Maggie approves newsletter - sent to team for feedback. Incorporated feedback and updated newsletter.	0.75
Laura McElroy	April 2020	4/2/2020	Email correspondence about how to share e-newsletter and placement on the IMT website, contact list. Additional edits to the newsletter format.	1.00
Laura McElroy	April 2020	4/6/2020	Search for new royalty-free image for the newsletter, make changes to text based on feedback from the team.	0.75
Laura McElroy	April 2020	4/6/2020	CET Call - survey report, IMR2 new deadlines, Zoom meeting update	1.50
Laura McElroy	April 2020	4/5/2020	Email correspondence with Harold Metlock regarding CPD social media.	0.25
Laura McElroy	April 2020	4/8/2020	Reviewed IMT monitoring plan for year 2. researched all community engagement and social media paragraphs. Emailed suggestions to Steve Rickman.	1.00
Laura McElroy	April 2020	4/10/2020	correspondence about new social media manager and news affairs manager at CPD.	0.50
			Researched ring lights for Maggie to use for her video and sent links for her to purchase.	
			Reviewed survey results.	
Laura McElroy	April 2020	4/20/2020	CET Call discussed survey report, update on changes at CPD, online community meeting, and e-newsletter.	2.00
Laura McElroy	April 2020	4/21/2020	email correspondence and a telephone call with community trust about On the Table event and help promote IMT online event.	1.00
Laura McElroy	April 2020	4/22/2020	reviewed IMT internal newsletter, CPD social media check. email correspondence with CPD news affairs.	0.50

Laura McElroy	April 2020	4/23/2020	Reviewed Maggie video, call to discuss edits, reviewed second video, emailed feedback. Email correspondence with CET team members about the online meeting date.	1.00
Laura McElroy	April 2020	4/24/2020	Review Maggie's video, email about the video, email, and texting with CET about the online meeting.	0.50
Laura McElroy	April 2020	4/27/2020	attempted to load maggie's video into constant contact but ran into a technical problem. attempted to troubleshoot it. multiple emails with CNA regarding the issue and about the constant contact login information.	0.75
Laura McElroy	April 2020	4/28/2020	Follow up email correspondence with CNA about problem loading Maggie's video. Email with Joe regarding broken link on the website.	0.50
Laura McElroy	April 2020	4/29/2020	Call with CPD consent decree comms dir about agency's new social media direction and taking community engagement online.	1.00
Laura McElroy	April 2020	4/30/2020	Correspondence with Keri regarding a solution to loading Maggie's video onto constant contact. Drafted headline, text, and tags for YouTube video. Edited the end of Maggie's video. Attempted to create a closing slate with zoom link.	1.00
Matthew Sweeney	April 2020	4/1/2020	Data analysis: visualization and community survey summary report creation	3.00
Matthew Sweeney	April 2020	4/2/2020	Data analysis: visualization and community survey summary report creation	3.00
Matthew Sweeney	April 2020	4/3/2020	Data analysis: visualization and community survey summary report creation	3.00
Matthew Sweeney	April 2020	4/4/2020	Data analysis: visualization and community survey summary report creation	2.00
Matthew Sweeney	April 2020	4/6/2020	Data analysis: visualization and community survey summary report creation	3.00
Matthew Sweeney	April 2020	4/7/2020	Data analysis: visualization and community survey summary report creation	2.00
Matthew Sweeney	April 2020	4/8/2020	Meeting with IPCE research team to finalize IMT feedback process on the community survey summary report	1.00
Matthew Sweeney	April 2020	4/8/2020	Data analysis: process final data from NORC	1.00
Matthew Sweeney	April 2020	4/9/2020	Data analysis: process final data from NORC and incorporate into the summary report R scripts	4.00
Matthew Sweeney	April 2020	4/10/2020	Meeting with IPCE research team to finalize the community survey summary report	1.00
Matthew Sweeney	April 2020	4/10/2020	Data analysis: implement final updates to the community survey summary report	2.00
Matthew Sweeney	April 2020	4/13/2020	Data analysis: implement final updates to the community survey summary report	3.00
Matthew Sweeney	April 2020	4/15/2020	Data analysis: explore and resolve issue with supplemental sample weights	2.00
Matthew Sweeney	April 2020	4/16/2020	Meeting with IPCE research team on the final community survey report	1.00
Matthew Sweeney	April 2020	4/17/2020	Meeting with IPCE research team on the final community survey report	2.00
Matthew Sweeney	April 2020	4/17/2020	Data analysis: conduct and share statistical analysis to explore differences in group response	2.00
Matthew Sweeney	April 2020	4/21/2020	Meeting with IPCE research team on the final community survey report	1.00
Matthew Sweeney	April 2020	4/21/2020	Data analysis: update population estimates for demographic data	1.00
Matthew Sweeney	April 2020	4/22/2020	Data analysis: conduct and share statistical analysis to explore and summarize group differences	2.00

Matthew Sweeney	April 2020	4/23/2020	Data analysis: conduct and share statistical analysis to explore and summarize group differences	3.00
Matthew Sweeney	April 2020	4/24/2020	Data analysis: conduct and share statistical analysis to explore and summarize group differences	3.00
Matthew Sweeney	April 2020	4/27/2020	Meeting with IPCE research team to review statistical analysis and group comparisons	1.00
Matthew Sweeney	April 2020	4/27/2020	Data analysis: conduct and share additional statistical analysis to explore and summarize group differences	2.00
Matthew Sweeney	April 2020	4/27/2020	Data analysis: conduct and share additional statistical analysis to explore and summarize group question similarity and clusters	2.00
Matthew Sweeney	April 2020	4/28/2020	Data analysis: conduct and share statistical analysis to explore and summarize question similarity and clusters	2.00
Matthew Sweeney	April 2020	4/29/2020	Data analysis: bring together statistical analysis with IMT feedback to inform report writing and structure	2.00
Matthew Sweeney	April 2020	4/30/2020	Meeting with IPCE research team on the final community survey report	1.00
Matthew Sweeney	April 2020	4/30/2020	Data analysis: implement final updates to the visualizations	2.00
Rodney Monroe	April 2020	4/1/2020	IMT weekly CC	1.00
Rodney Monroe	April 2020	4/2/2020	Reviewed 429 compliance documents ref anonymous complaint website	1.00
Rodney Monroe	April 2020	4/2/2020	Review of Arbitration decision reference Unity of Command	0.25
Rodney Monroe	April 2020	4/4/2020	Reviewed CPD Communication Plan for Capt and Commanders, in prep for 4/7 CC	1.25
Rodney Monroe	April 2020	4/6/2020	Reviewed Accountability documents request received, pending and in need of	1.00
Rodney Monroe	April 2020	4/7/2020	Reviewed COPA Training plan and Harold's comments	0.75
Rodney Monroe	April 2020	4/7/2020	Reviewed Officer Wellness and Supervision document request for IMR3 and previous request status.	0.75
Rodney Monroe	April 2020	4/7/2020	Reviewed IMR2and3 data request reference Use of force data and analysis	0.50
Rodney Monroe	April 2020	4/7/2020	Reviewed Use of Force document request for IMR2 and 3	0.50
Rodney Monroe	April 2020	4/7/2020	Reviewed Recruitment, Hiring, and Promotion document request for IMR2 and 3	0.50
Rodney Monroe	April 2020	4/8/2020	IMT CC	1.00
Rodney Monroe	April 2020	4/8/2020	Reviewed IMR 3and 4 paragraph chart against various paragraphs to determine timing of compliance reviews	2.75
Rodney Monroe	April 2020	4/9/2020	Calls with Kathy and Paul to discuss document request for IMR3 and 4. Also discussed par 413 requiring Behavior Health involvement with UOF training	1.00
Rodney Monroe	April 2020	4/9/2020	Researched documentation on utilizing professional in mental health to develop UOF training as required by par 413	2.25
Rodney Monroe	April 2020	4/9/2020	Call with Julie to discuss par 413 and her concerns with better coordination with UOF and Accountability in various UOF cases	0.50
Rodney Monroe	April 2020	4/9/2020	PSIG CC	0.25
Rodney Monroe	April 2020	4/11/2020	Reviewed OAG comments on IMR2 report and submitted comments to various focus areas	4.25
Rodney Monroe	April 2020	4/13/2020	Review and comments in response to OAG review, Accountability section.	2.50
Rodney Monroe	April 2020	4/13/2020	Reviewed various emails about 668 meeting agenda and other updates	1.00

Rodney Monroe	April 2020	4/13/2020	CC to discuss Scott's work on data systems and information to support various paragraphs.	1.00
Rodney Monroe	April 2020	4/14/2020	CC to discuss UOF document request. Reviewed charts prior to call	1.00
Rodney Monroe	April 2020	4/14/2020	Recruitment, Hiring, Promotion CC, reviewed agenda and materials submitted	1.25
Rodney Monroe	April 2020	4/14/2020	Accountability CC w/Tyeesha to discuss IMR3 paragraphs	1.25
Rodney Monroe	April 2020	4/14/2020	668 Meeting	1.00
Rodney Monroe	April 2020	4/15/2020	IMT CC	1.00
Rodney Monroe	April 2020	4/15/2020	Call w/Harold to discuss his review and comments to OAG review of Accountability section	0.50
Rodney Monroe	April 2020	4/15/2020	CC Julie, Paul, Harold to discuss cross over of incidents and paragraphs	1.25
Rodney Monroe	April 2020	4/16/2020	CC w/City to discuss IMR3 paragraphs to include Use of Force	1.00
Rodney Monroe	April 2020	4/16/2020	CC w/Kathy and Aerial to discuss Officer Wellness and Supervision requested documents	1.00
Rodney Monroe	April 2020	4/17/2020	CC to discuss OAG comments on Use of Force paragraphs	1.00
Rodney Monroe	April 2020	4/17/2020	Reviewed Force Review Board decisions on Uses of Force for Tom as he associates data sets for review	1.00
Rodney Monroe	April 2020	4/19/2020	Reviewed FTO par 298-316 in prep for call w/City	1.00
Rodney Monroe	April 2020	4/19/2020	CC w/T, IMT and City to discuss Training (FTO)	0.50
Rodney Monroe	April 2020	4/20/2020	Reviewed OAG comments on Field Training and Force Review Dashboard	1.00
Rodney Monroe	April 2020	4/20/2020	Reviewed production of documents associated with par 389 E06-01 and SOP 19-01	1.50
Rodney Monroe	April 2020	4/21/2020	Reviewed Harold's comments on documents submitted ref par 429	0.50
Rodney Monroe	April 2020	4/21/2020	Call with Kathy to discuss CPD auditing plan and Officer Support Plan engagement	0.50
Rodney Monroe	April 2020	4/21/2020	Reviewed various paragraphs being considered for auditing by CPD	1.00
Rodney Monroe	April 2020	4/21/2020	CC to discuss various audit opportunities and hear CPD auditing strategy for IMR3	1.50
Rodney Monroe	April 2020	4/22/2020	Reviewed Scott's comments on Force Review Unit Dashboard	0.75
Rodney Monroe	April 2020	4/22/2020	IMT CC	1.00
Rodney Monroe	April 2020	4/23/2020	CC w/OAG to discuss their comments on UOF	1.00
Rodney Monroe	April 2020	4/23/2020	CC COPA	0.50
Rodney Monroe	April 2020	4/23/2020	Reviewed and commented on recent survey results	1.50
Rodney Monroe	April 2020	4/24/2020	Reviewed various productions associated to Mental Health training records	2.00
Rodney Monroe	April 2020	4/26/2020	Review of previous in-service training conducted to address deescalation in prep for upcoming call to discuss. Issue crosses three focus areas UOF, CIT, Training.	1.75
Rodney Monroe	April 2020	4/27/2020	Reviewed various updates to tracking document and noted upcoming due dates and sent reminders to AM	1.25
Rodney Monroe	April 2020	4/27/2020	Reviewed Harold's comment on par 429	0.50
Rodney Monroe	April 2020	4/28/2020	Reviewed OAG comments on Accountability for discussion with OAG and Harold	0.50
Rodney Monroe	April 2020	4/28/2020	Reviewed and responded to various emails	0.75
Rodney Monroe	April 2020	4/28/2020	Prep and call with Supt. Brown	1.25
Rodney Monroe	April 2020	4/28/2020	Reviewed comments on directive E06-01 and SOP 19-10	1.00
Rodney Monroe	April 2020	4/29/2020	Reviewed OAG comments on various accountability par	0.75
Rodney Monroe	April 2020	4/29/2020	CC w/OAG, City and IMT to discuss OAG comments	1.50

Rodney Monroe	April 2020	4/29/2020	Call with Kathy to discuss her write ups for 401 and 411 based on OAG comments	0.75
Rodney Monroe	April 2020	4/29/2020	CC w/City to discuss IMR3 paragraphs for Accountability review current paragraphs	1.00
Rodney Monroe	April 2020	4/30/2020	Calls with Kathy to discuss revisions to par 401 and 411 write ups. Reviewed the Traumatic Incident Audit report.	2.25
Rodney Monroe	April 2020	4/30/2020	April Invoice	
Roy Rothschild	April 2020	4/6/2020	Write and revise introduction summary document for IMT feedback sections including: introduction and notes to IMT about the data	3.00
Roy Rothschild	April 2020	4/6/2020	Review report design and compile list of suggestions for improvement for draft summary report data tables	2.50
Roy Rothschild	April 2020	4/7/2020	Continue to improve draft summary document text and data tables	2.00
Roy Rothschild	April 2020	4/8/2020	Create prioritized list of summary document decisions for IPCE Research Meeting	0.50
Roy Rothschild	April 2020	4/8/2020	IPCE Research Team Meeting on summary document for IMT feedback	1.00
Roy Rothschild	April 2020	4/9/2020	Improve IMT feedback section of document	0.50
Roy Rothschild	April 2020	4/9/2020	Finalize introduction text and notes about data	2.00
Roy Rothschild	April 2020	4/10/2020	IPCE Research Team Meeting on summary document for IMT feedback	1.00
Roy Rothschild	April 2020	4/10/2020	Final copyedits of draft summary document for IMT feedback	2.50
Roy Rothschild	April 2020	4/16/2020	Review and edit final public survey report planning document	2.00
Roy Rothschild	April 2020	4/16/2020	IPCE Research Team Meeting on final public Summary Report	2.00
Roy Rothschild	April 2020	4/17/2020	IPCE Research Team Meeting on IMT public report/summary data feedback	1.00
Roy Rothschild	April 2020	4/17/2020	Clean and compile IMT feedback for use in final report writing	2.50
Roy Rothschild	April 2020	4/20/2020	Clean and compile feedback from additional IMT members	1.00
Roy Rothschild	April 2020	4/21/2020	Statistical analysis of survey results	1.50
Roy Rothschild	April 2020	4/22/2020	Begin drafting appendix items for public report	3.00
Roy Rothschild	April 2020	4/23/2020	Statistical analysis of survey results	2.00
Roy Rothschild	April 2020	4/24/2020	Continue drafting appendix items for public summary report	1.50
Roy Rothschild	April 2020	4/27/2020	IPCE Research Team Meeting on public summary report	1.00
Roy Rothschild	April 2020	4/27/2020	Statistical analysis of survey results/notes for report sections	2.00
Roy Rothschild	April 2020	4/28/2020	Public summary report writing - draft introduction and brief section descriptions	3.00
Roy Rothschild	April 2020	4/28/2020	Statistical analysis of survey results/notes for report sections	2.00
Roy Rothschild	April 2020	4/29/2020	Public summary report writing - draft effectiveness, community engagement, confidence in reform sections	4.00
Roy Rothschild	April 2020	4/29/2020	Statistical analysis of survey results/notes for report sections	2.00
Roy Rothschild	April 2020	4/30/2020	Survey report writing - draft trustworthiness and misconduct complaints sections	3.50
Roy Rothschild	April 2020	4/30/2020	IPCE Research Team Meeting to review draft text in public summary report	1.00
Scott Decker	April 2020	4/3/2020	Draft response to emails, issues in next Report	1.00
Scott Decker	April 2020	4/20/2020	Review paragraphs for IMT 3	1.00
Scott Decker	April 2020	4/21/2020	Begin to draft data requests for IMT 3	2.00
Scott Decker	April 2020	4/22/2020	Review Emails, draft responses	1.00
Scott Decker	April 2020	4/28/2020	Respond to Dr. Christoff emails	1.00
Scott Decker	April 2020	4/29/2020	Review and Prepare for Data Requests for next 6 month period	2.00
Sodiqa Williams	April 2020	4/1/2020	Mikva Challenge Meeting with the Monitor	1.00

Sodiqa Williams	April 2020	4/6/2020	CET bi-weekly meeting	1.00
Sodiqa Williams	April 2020	4/30/2020	Mikva Challenge Focus Group	1.00
Tammy Felix	April 2020	4/6/2020	Worked with AM for Community Policing to share files related to the IMR 2 report.	0.50
Tammy Felix	April 2020	4/8/2020	Worked with AM for Community Policing on review requirements, and documents.	0.50
Tammy Felix	April 2020	4/9/2020	Worked with AM for Community Policing, Supervision, and Officer Wellness to share files related to the IMR 2 report.	0.50
Tammy Felix	April 2020	4/10/2020	Worked with AM for Community Policing on review requirements, and documents.	1.00
Tammy Felix	April 2020	4/13/2020	Worked with AM for Community Policing on review requirements, and documents.	0.50
Tammy Felix	April 2020	4/14/2020	Worked with AM for Community Policing on review requirements, and documents.	1.00
Tammy Felix	April 2020	4/15/2020	Worked with AM for Supervision on review requirements, and documents.	1.50
Tammy Felix	April 2020	4/16/2020	Worked with AM for Community Policing on review requirements, and documents.	1.00
Tammy Felix	April 2020	4/17/2020	Worked with AM for Community Policing on review requirements, and documents.	0.50
Tammy Felix	April 2020	4/21/2020	Participated in meeting with CPD Auditing team. Documented notes related to Community Policing, Supervision, and Officer Safety and Wellness.	1.50
Tammy Felix	April 2020	4/22/2020	Worked with AM for Community Policing on review requirements, and documents.	0.50
Tammy Felix	April 2020	4/24/2020	Worked with the AMs for Supervision, Officer Health and Wellness, and Community Policing on review requirements, and documents.	0.50
Tammy Felix	April 2020	4/27/2020	Worked with the AMs for Supervision, Officer Health and Wellness, and Community Policing on review requirements and documents.	0.50
Tammy Felix	April 2020	4/28/2020	Worked with the AMs for Supervision, Officer Health and Wellness, and Community Policing on review requirements and documents.	0.50
Tammy Felix	April 2020	4/29/2020	Worked with the AMs for Supervision, Officer Health and Wellness, and Community Policing on review requirements and documents.	0.50
Tammy Felix	April 2020	4/30/2020	Completed administrative tasks to file documents received, and timekeeping requirements.	0.50
Tom Christoff	April 2020	4/3/2020	Update spreadsheet for Y2 Monitoring Plan. Phone call with IMT members regarding spreadsheet.	2.25
Tom Christoff	April 2020	4/3/2020	Phone conference regarding focus groups in upcoming year.	1.00
Tom Christoff	April 2020	4/6/2020	CET bi-weekly phone conference	1.00
Tom Christoff	April 2020	4/9/2020	Phone conference with City personnel regarding monitoring Y2 plan	1.25
Tom Christoff	April 2020	4/9/2020	Review outstanding document requests for CPD and City related to Crisis Intervention. Discuss with Associate Monitor and provide comments to IMT.	1.00
Tom Christoff	April 2020	4/9/2020	Review outstanding document requests for CPD and City related to Data Management. Discuss with Associate Monitor and provide comments to IMT.	1.00
Tom Christoff	April 2020	4/9/2020	Phone conference with City personnel regarding monitoring Y2 plan.	1.25
Tom Christoff	April 2020	4/13/2020	Phone conference with City personnel regarding monitoring Y2 plan.	1.00
Tom Christoff	April 2020	4/13/2020	IMT phone conference regarding Data Management data requests.	1.00
Tom Christoff	April 2020	4/14/2020	Phone conference with City personnel regarding monitoring Y2 plan.	1.00
Tom Christoff	April 2020	4/14/2020	Review OEMC data between November 2019 and February 2020. Conduct analyses. Provide to Associate Monitor. Receive feedback. Conduct additional analyses. Discuss with Associate Monitor.	8.25

Tom Christoff	April 2020	4/16/2020	Review survey findings report. Identify areas of interest and provide comments to CET.	1.25
Tom Christoff	April 2020	4/16/2020	Review force dashboard and provide updated comments to Associate Monitor.	0.50
Tom Christoff	April 2020	4/17/2020	Zoom conference with Associate Monitor regarding OEMC data analyses. Identify areas for futrue discussion with CPD commander.	1.50
Tom Christoff	April 2020	4/17/2020	IMT phone conference regarding Crisis Intervention data requests.	1.00
Tom Christoff	April 2020	4/20/2020	Phone conference with City personnel regarding monitoring Y2 plan.	0.50
Tom Christoff	April 2020	4/20/2020	CET bi-weekly phone conference	1.00
Tom Christoff	April 2020	4/21/2020	Zoom conference with CPD audit team	1.50
Tom Christoff	April 2020	4/29/2020	Review CRU documents provided by CPD. Review CIT Commander resume and training documents provided by CPD. Discuss with Associate Monitor, prepare notes, and provide to Associate Monitor.	1.75
Tom Christoff	April 2020	4/29/2020	Phone conference with City personnel regarding monitoring Y2 plan.	0.75
Tom Christoff	April 2020	4/30/2020	April 2020 Invoice	
Vivian Elliott	April 2020	4/1/2020	Weekly IMT Leadership Call	1.00
Vivian Elliott	April 2020	4/8/2020	Weekly IMT Leadership Call	1.00
Vivian Elliott	April 2020	4/10/2020	Production review	0.50
Vivian Elliott	April 2020	4/14/2020	IMT - Review of Use of Force Requests Call and Notes	1.50
Vivian Elliott	April 2020	4/15/2020	Weekly IMT Leadership Call	1.00
Vivian Elliott	April 2020	4/15/2020	IMT UOF Discussion with Team	1.00
Vivian Elliott	April 2020	4/15/2020	Project Mangement and website review	2.50
Vivian Elliott	April 2020	4/16/2020	Monitoring Plan For Year Two: UOF Discussion (prep, call, and notes)	3.00
Vivian Elliott	April 2020	4/17/2020	IMT Call Regarding OAG Preliminary Feedback on IMR Draft 2	0.50
Vivian Elliott	April 2020	4/17/2020	Updates to IMT website; project administration	1.00
Vivian Elliott	April 2020	4/21/2020	Meeting with CPD Audit	3.00
Vivian Elliott	April 2020	4/22/2020	Weekly IMT Leadership Call	1.00
Vivian Elliott	April 2020	4/23/2020	Review of OAG's IMR 2 UOF Comments and Notes	1.50
Vivian Elliott	April 2020	4/29/2020	Weekly IMT Leadership Call	1.00



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CNA Corporation
Attn: Tuesday Ebb
3003 Washington Blvd.
Arlington VA 22201
US
P: 7038242364

Today's Date: 04/29/2020
User Name: contact@cpdmonitoringteam.com

Payments from 01/30/2020 to 04/29/2020

Date	Description	Charge Amount	Credit Amount
04/02/2020	Payment - Credit Card (Visa) [REDACTED]		\$204.00

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- I manage and promote events
- I solicit donations
- I send automated series of emails
- I send surveys or polls
- I create coupons or deals
- I do social media marketing

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INVOICE

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


Signature

May 3, 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: [REDACTED]

Invoice Date	Invoice Number
5/4/2020	
Billing Period From:	Billing Period To:
4/1/2020	04/30/2020

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
4/3/2020		Review of City of Chicago second semi-annual report + media reports + email	2	Add	Del
4/3/2020		Review of 17 COPA BWC/OEMC 911/TRR for fatal shooting of person with mental illness plus summary notes	3.5	Add	Del
4/8/2020		Review/Edit CPD Data Requests-SH + Email + summary to Assoc Monitors HM and PE re: review of fatal shooting	3	Add	Del
4/9/2020		Call with RM re: fatal shooting review	0.75	Add	Del
4/11/2020		News Article Links from CNA; hire of new Superintendent; Email, Phone call with analyst; OEMC training during COVID	2	Add	Del
4/13/2020		Final IMR 3 record request, review CPD production (coordinator resume/training); email; call with analyst re: IMR 3 + data analysis	2.5	Add	Del
4/14/2020		Call with SH (AH) re: Sharepoint/Relativity; U of F/CIT training document + call with Analyst-data spread on response ratio's	2	Add	Del
4/15/2020		Review 2020 Use of Force 8 hour required in-service for all officers for Crisis Intervention topics 23311, 23317, 23408, 23508; email CPD (AU, TD, AH re: training clarification for recruits vs all officers) + review 2 day recruit force mitigation, crisis recognition and response training)	4	Add	Del
4/15/2020		Conference Call with IMT re: Case review 2020-0062	1.25	Add	Del
4/15/2020		Review of 4 months of OEMC data analysis on response ratio's with analyst	1	Add	Del
4/17/2020		Call with analyst to review the last 4 months of OEMC CIT data plus compile questions for CPD	1.5	Add	Del
4/17/2020		Final Review of IMT comments on OEMC MH training for submission by SH	1	Add	Del
4/17/2020		Call with SH and CNA re: data requests for IMR 3	1	Add	Del
4/18/2020		OEMC PP, plus additional data request to SH	0.25	Add	Del
4/21/2020		Zoom meeting with CPD audit stakeholders + review of paragraphs to be discussed.	1.75	Add	Del

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4/22/2020		"Stepping into the shoes of the DOJ" plus additional news links sent by SH	2.25	Add	Del
4/22/2020		email follow up	1	Add	Del
4/30/2020		Review and provide comment on productions 49945, 49959, 49960, 49961, 49962, 49964, 49965, 49966, 48776, 48069	4	Add	Del
4/30/2020		Email follow up + final review of CIT coordinator production comments	2	Add	Del
Total Hours			36.75	Rate	\$125.00
TOTAL LABOR:					\$4,593.75

Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$4,593.75

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.)


Signature

5/4/20
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: 04/30/2020
 Invoice Number: CPDIMIT043020
 Billing Period: 04/01/20 to 04/30/20
 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
04/06/20	Review Production requests and responses	1
04/07/20	Review Production requests and responses	1
04/08/20	Complete review and update spreadsheets of CPD production status re Supervision and Wellness	.75
04/13/20	Review proposed paragraphs and deadlines for IMR3.	1
04/15/20	Complete review of paragraphs for IMR3 and respond to Rodney/Laura. Review personnel support SOP and Directive and related materials. Draft response letter.	6.5
04/16/20	Prep and participate in call with Rodney et al to review outstanding production requests. Call with Dr. Sobo. Follow up with Rodney.	1.75
04/17/20	Call with Sarah Boyle	.25
04/20/20	Complete review and first draft of EAP ER and SOP response. Call with Lt. Rowling. Call with Dr. Sobo. Call with CPD Audit.	4
04/23/20	In support of development of OSSP, reviewed DOJ findings, gap analysis, needs assessment.	1.5
04/24/20	Call with Tina Anderson. Synthesized discussion with Dr. Sobo around OSSP outline.	1.25
04/25/20	Continued research on OSSP to align with Dr. Sobo and CPD vision	4.0
04/26/20	Calls and benchmarking re OSSP	2.75
04/29/20	Discussion with Rodney re paragraphs 401 and 411. Follow-up research.	1.5
04/30/20	Complete follow-up review and response to Rodney on 401 and 411.	.5
		27.75

Total labor: 27.75 hours
Rate: \$ 125.00 an hour
Amount Due: \$ 3468.75

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

04/02/20
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
5/4/2020	ME2020-03
Billing Period From:	Billing Period To:
4/1/2020	04/30/2020

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	
4/1/2020	4/1/2020	Reviewed 2 COPA Lesson Plans and Phone Conference w/COPA re: 528 (1000-1200)	2	Add	Del
4/6/2020	4/6/2020	Reviewed and Completed the Accountability Record Request Form (0500-0800)	3	Add	Del
4/9/2020	4/9/2020	Reviewed and approved several Final Draft IMT Policy Responses (0730-0930)	2	Add	Del
4/9/2020	4/9/2020	Prep for/and Monthly Phone Conference with PSIG - includes followup IMT phone conference (1300-1500)	2	Add	Del
4/9/2020	4/9/2020	Prep for/and IMT Phone Conference re COPA "To/From" Report (1600-1800)	2	Add	Del
4/10/2020	4/10/2020	Emails w/L. Kunard re: IMR 3 (1300-1430)	1.5	Add	Del
4/13/2020	4/13/2020	Reviewed Year Two Matrix/Prep for Tuesday Conference Call (1500-1700)	2	Add	Del
4/14/2020	4/14/2020	Prep for/and Conference Call w/City to discuss Year Two A&T Paragraphs (1430-1600)	1.5	Add	Del
4/15/2020	4/15/2020	Reviewed/Responded to OAG Comments on IMR2 Paragraphs (1000-1200)	2	Add	Del
4/15/2020	4/15/2020	Reviewed "To/From Report proposal from COPA (1500-1600)	1	Add	Del
4/15/2020	4/15/2020	Prep for/and IMT Phone Conference re: UOF (1300-1500)	2	Add	Del
4/15/2020	4/15/2020	Phone Conference w/Max Caproni Police Board (1700-1730)	0.5	Add	Del
4/17/2020	4/17/2020	Prep for/and Phone Conference w/OAG (1030-1130)	1	Add	Del
4/21/2020	4/21/2020	Reviewed/Commented on P.429 Document (0700-0900)	2	Add	Del
4/23/2020	4/23/2020	Prep for/and Bi-weekly Phone Conference w/COPA (1430-1600)	1.5	Add	Del
4/24/2020	4/24/2020	Conference Call w/R.Monroe to discuss CPD Issues (1500-1600)	1	Add	Del
4/29/2020	4/29/2020	Prep for/and Phone Conference w/OAG to discuss IMR-2 (1030-1230)	2	Add	Del
4/29/2020	4/29/2020	Prep for/and Call with City to discuss Year 2 A&T Paragraphs/Call #2 (1530-1730)	2	Add	Del
Total Hours			31	Rate	\$125.00
TOTAL LABOR:				\$3,875.00	

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
Subtotal Travel/ODC's:							

Reset Form

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Vendor Name: Paul E. Evans
 Billing to Address: [Redacted]
 City: [Redacted] Zip: [Redacted]
 Contact Name: Paul E. Evans
 Phone: [Redacted] Email: [Redacted]

Invoice Date	Invoice Number
May 4, 2020	Chicago # 44
Billing Period From:	Billing Period To:
April 1, 2020	April 30, 2020
Remittance Type Requested:	<input type="checkbox"/> Check <input checked="" type="checkbox"/> EFT

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

Date of Service/Event	Date of Service/Tel	Description	Hours (per 1/10 increment)	Add/Date
4/8/2020	4/8/2020	review emails and respond to Ms DiCarlo, requests for information from CPD, respond to emails from Ms. Solomon and Ms Elliott requests	1	ADD Del
4/9/2020	4/9/2020	Call with Dep Monitor Monroe on PP425, experts and IMR3.4, review joint requests and future needs IMR 2, review COFA records and video case 2020-0062 fatal shooting	3.75	ADD Del
4/10/2020	4/10/2020	Review IMR384 paragraphs, review and respond to Ms DiCarlo requests for documentation	2.5	ADD Del
4/11/2020	4/11/2020	Draft comments on paragraphs for IMR384	1.75	ADD Del
4/13/2020	4/13/2020	review OAG response to IMR2 and new request for documents from CPD	1.5	ADD Del
4/14/2020	4/14/2020	Review UOF requests, prep for phone call and call on document requests and IMR374	3.25	ADD Del
4/15/2020	4/15/2020	Prep for call on shooting of mentally challenged young man, actual call Ms Solomon, Monroe etal and 2nd call with Ms Elliott on IMR 2 OAG concerns	2.75	ADD Del
4/16/2020	4/16/2020	Review proposed IMR384 paragraphs, call with CPD to discuss same, research on warning shots paragraph and on officer firearm verification	3	ADD Del
4/17/2020	4/17/2020	Prep for discussion on UOF IMR2 with OAG, actual discussion with IMT monitor and team and OAG	1.75	ADD Del
4/18/2020	4/18/2020	Review FRD SOP, identifying areas for future questions and drafting a response for IMT	1.5	ADD Del
4/19/2020	4/19/2020	Review CPD dashboard and FRD quarterly reports	1.5	ADD Del
4/20/2020	4/20/2020	Review data from tableau and other sources to confirm data, review consent decree 192-196, review BWC data	1.5	ADD Del
4/21/2020	4/21/2020	Call with IMT and Auditor, review pp 192,576	3.25	ADD Del
4/22/2020	4/22/2020	review OAG IMR3 comments	0.75	ADD Del
4/23/2020	4/23/2020	Review OAG comment on design matrix for foot pursuits and FRD SOP also OAG issues on UOF paragraphs, exchange emails with Ms DiCarlo on TRR request	2.5	ADD Del
4/26/2020	4/26/2020	Review COFA reports 2 motor vehicle fatalities and on officer involved fatal, report and IMC and 3rd party cameras and POO	3.25	ADD Del
4/27/2020	4/27/2020	Review consent decree PP153-162 and documents and data needed for IMR3 and 162-169	1.5	ADD Del
4/28/2020	4/28/2020	review and draft memo about needs to meet IMR3 pp172-188	1	ADD Del
4/29/2020	4/29/2020	Review of pp189-216 for data and document needs for IMR3	2	ADD Del
4/30/2020	4/30/2020	Document needs PP216-222, review paragraphs and de-escalation issues and FRD forms, review UOF lesson plan power point and FRD quarterly reports	3	ADD Del

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TOTAL LABOR: 55,375.00

Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$5,375.00

Invoice Comments/Notes:
 [Empty text box]

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: Paul E. Evans Date: 5/5/2020

Vendor Name: Stephen Rickman

Remit to Address

Contact Name : Stephen Rickman

Phone

Email:

Invoice Date : 05/04/2020

Invoice Number : 0014

Billing Period: 04/01/2020 to 04/30/2020

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
04/05/20.	Review of CPD provided updated social media strategy.	.5
04/06/20.	Participation in IMT bi-weekly meeting covering review of survey.	1.0
04/08/20.	Review of IMR 3 data request including update of charts and data Request for new paragraphs.	2.0
04/10/20.	Review of IMT 3 monitoring plan including assignment of additional paragraphs.	1.5
.	Review of preliminary feedback from OAG on community policing Paragraphs in IMR 2 , written response and follow up discussion.	2.5
04/13/20.	Completion of review of IMR 3 proposed monitoring plan and submission Of comments.	1.0
04/14/20.	Initiated review of IMT Community survey including addressing questions Posed by the researchers.	2.0
04/15/20.	Participation in IMT team meting including follow up with staff.	1.5
04/17/20.	Completed review of IMT community survey and submitted response To researcher questions and numerous additional comments.	3.0
04/20/20.	Bi-weekly CET call to discuss survey findings and provide other updates.	1.5
04/21/20.	Preparedness and participation in the call in meting with the CPD Audit office To help identify auditing reporting priorities and methodologies.	1.5
04/28/20.	Review and submission of comments on CPD SRO Annual and Refresher training Plans and updates.	3.0

Total Labor Hours : 21.0 hours

Rate: \$125.00

Total labor Cost: \$2,625.00

Total Amount Due: \$2,625.00

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Signature
Stephen Rickman

Date

5/4/20

INVOICE

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

Invoice Date	Invoice Number
5/5/2020	TLBSI-2020024
Billing Period From:	Billing Period To:
4/1/2020	04/30/2020

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	
4/1/2020		4/1 Reviewed and responded to 7 messages (CPD Training Requirements, Par. 264 Communications Plan, Par. 263 Captain and Commander Rank Promotions, Par. 270 Training Oversight Committee, Par. 358-64 Span of Control, Recruitment & Retention).	1	Add	Del
4/6/2020		4/6 Reviewed and responded to 13 messages (Sergeant Exam Part II, Par. 264 Communications Plan, CPD schedule, RHP bi-weekly).	1	Add	Del
4/10/2020		4/10 Reviewed and responded to 9 messages (Par. 299 et al Field Training and Evaluation Program, Par. 263 Captain and Commander Rank Promotions Jobs Analysis, Monitoring Plan for Year Two, March Monthly CPD Directives, RFI re Special Order S11-02, OAG's Preliminary Feedback on the IMR2 Draft).	2.25	Add	Del
4/14/2020		4/14 Telephone or Video Conference call preparation and participation (RHP call)	0.5	Add	Del
4/15/2020		4/15 Reviewed and responded to 2 messages (CPD RHP Call Notes, Monitoring Plan for Year Two).	0.25	Add	Del
4/20/2020		4/20 Reviewed and responded to 6 messages (Promotional Schedules, Year Two - Training (FTO Section, 298-316), Year Two Calls with the City, Para 299 Field Training and Evaluation Program, OAG Comments).	1.25	Add	Del
4/20/2020		4/20 Telephone call or video conference (CPD, IMT ref FTO, Yr2, Yr3, IMR 3/4)	0.5	Add	Del
4/21/2020		4/21 Reviewed documents and submitted notes (Draft Strategic Communications Plan, Training Plan, Training Needs Assessment SOP, SO 11-11 TOC).	2	Add	Del
4/22/2020		4/22 Reviewed and responded to 3 messages (Par. 299 et al., Field Training Program, IMT, Internal Monthly Newsletter).	0.75	Add	Del
4/28/2020		4/28 Telephone call or video conference (Supt. and IMT D/M)	1	Add	Del
4/30/2020		4/30 Reviewed and responded to 10 messages (Meeting with Superintendent, IMT Internal Monthly Newsletter, Meeting to Discuss OAG's Comments to IMR2, IMT Responses Tracker, Par. 286-288, Training Evaluation).	1.75	Add	Del
				Add	Del
Total Hours			12.25	Rate	\$125.00
TOTAL LABOR:			\$1,531.25		

Check here if you are not billing for any travel

INVOICE TOTAL DUE: \$1,531.25

Invoice Comments/Notes:

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INVOICE

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

Theron L. Bowman Sr., Ph.D.

Digitally signed by Theron L. Bowman Sr., Ph.D.
Date: 2020.05.05 13:01:27 -05'00'

05/05/2020

Signature

Date

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