

T A G

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By email

January 15, 2020

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Cleveland, OH 44114

RE: Cleveland Monitoring Team — December 2020 Invoice

I. INTRODUCTION

This document, and its attachments, represent the invoice of the Cleveland Monitoring Team (the "Team") invoice for services rendered while monitoring implementation of the Settlement Agreement in *U.S. v. City of Cleveland*.

The Team's invoice for services rendered in December 2020 was \$77,900.00. The bill accounts for 430.9 hours of time worked on the Cleveland monitoring project from December 1, 2020 through December 31, 2020. Of this time 96.2 hours were *pro bono*, e.g. unbilled and donated to

the City of Cleveland. The Team's billing 24 percent of its time for December 2020 as *pro bono* time saved \$24,050.00.

Team members do not bill for travel time, which provides additional savings. All activity operates within the confines of the total, five-year budget cap of \$4.95 million to which the City, Department of Justice, and Court agreed in October 2015.

**All work in December was conducted remotely due to COVID-19 precautions and all local meetings contemplated to be in-person, were suspended and replaced by teleconference or videoconference.

Activities, work, and tasks conducted during December 2020 included but were not limited to:

- Continued, ongoing discussion, and technical assistance for upcoming and ongoing training addressing: (Audits were suspended)
 - Force Review Board;
 - Crisis intervention;
 - Bias-Free policing; and
 - Supervision.
- Ongoing technical assistance, review, redlining, and drafting of new policies, processes, procedures, manuals, and reports, and/or structures relating to:
 - Supervisory response to use of force incidents;
 - Investigation and review of force incidents by Division chain of command;
 - Review and analysis of use of force incidents by Force Review Board (“FRB”);
 - Investigation of internal misconduct by Internal Affairs (“IA”);
 - Chain of command misconduct review process;
 - Discipline process and discipline matrix; and
 - Community and Problem-Oriented Policing (“CPOP”).
 - Officer Intervention Program (OIP)
- Continued, ongoing review, discussion, and provision of technical assistance regarding implementation of plans addressing Consent Decree requirements related to:
 - Crisis intervention;
 - Community and Problem-Oriented Policing (“CPOP”);
 - District Policing Committees (“DPC”s);

- Staffing;
 - Recruitment and hiring; and
- Ongoing meetings and discussions with the CPC regarding proposed meetings and ways to better collaborate on deliverables.
 - Ongoing review of CPD officer discipline system;
 - Ongoing discussions and coordination with individuals fulfilling Data Analysis and Coordinator role within CPD and monthly Administrative “COMPSTAT” meeting regarding status of outstanding administrative and internal investigations and functions;
 - Coordination with and technical assistance to City and CPD officials on outcome measurements;
 - Continued, ongoing technical assistance to the Office of Professional Standards (“OPS”), including regular status calls with stakeholders and real-time review of civilian complaint investigations;
 - Ongoing technical assistance to Police Review Board (“PRB”) regarding review and adjudication of civilian complaints, including business practice review and development; provision of ongoing internal training; assistance in implementing PRB Manual, and regular, ongoing attendance of PRB meetings; and
 - Communication with Court, City, CPC, CPD, DOJ, MHRAC, police officer organizations, and community organizations.
 - Ongoing Use of Force outcome assessment.
 - Ongoing project management and coordination for deliverables (internal and with the City and DOJ)
 - Ongoing development and discussions of the consent decree timeline for the Court.
 - Ongoing discussions regarding training and methods of delivery during Covid-19 limitations.
 - Significant drafting assignments regarding the 9th Semiannual Report (focusing on the May-June response to 2020 protests)
 - Project management and planning for the next monitoring period and anticipated costs, resources and personnel needed to achieve the Court’s Consent Decree mandates. Planning for monthly status conferences with the Court to address specific topic areas on a monthly basis.
 - Project management regarding priorities in the upcoming year.
 - Continued onboarding new Monitoring Team members.
 - Correspondence with the Court.

II. INVOICE SUMMARY

	December 2020
Billable Hours	\$77,900.00
Overhead	\$0.00
TOTAL	\$77,900.00

Breakdown of Billable Hours & Expenses

	Total Hours	Billed Hours	Pro Bono Hours	Total Billed	Expenses
Hassan Aden	76	61	15	\$15,250.00	\$0.00
Modupe Akinola	0	0	0	\$0.00	\$0.00
Jennifer Albright	1.9	1	0.9	\$250.00	\$0.00
Matthew Barge	0	0	0	\$0.00	\$0.00
Christine Cole	26	20.1	5.9	\$5,025.00	\$0.00
Randy Dupont	12.1	5.3	6.8	\$1,325.00	\$0.00
Lisa Fink	22.7	17.9	4.8	\$4,475.00	\$0.00
Ayesha Hardaway	38.5	35.2	3.3	\$8,800.00	\$0.00
Brian Maxey	63.8	49.8	14	\$12,450.00	\$0.00
Rick Myers	18.7	14.1	4.6	\$3,525.00	\$0.00
Charles Ramsey	38.5	38.5	0	\$9,625.00	\$0.00
Richard Rosenthal	49.4	24.4	25	\$6,100.00	\$0.00

Victor Ruiz	6	6	0	\$1,500.00	\$0.00
Scott Sargent	6	2	4	\$500.00	\$0.00
Django Sibley	8.9	6.3	2.6	\$1,575.00	\$0.00
Charles See	11.4	10.1	1.3	\$2,525.00	\$0.00
Sean Smoot	23.5	15.5	8	\$3,875.00	\$0.00
Tim Tramble	0	0	0	\$0.00	\$0.00
Melissa Bretz*	27.50	27.50	0	\$1,100.00	\$0.00
TOTAL	430.9	334.7	96.2	\$77,900.00	\$0.00

* Ms. Bretz, the Monitoring Team Coordinator, bills at a rate of \$40/hour on the Cleveland project.

III. INDIVIDUAL INVOICES & SUPPORTING DOCUMENTATION

The remainder of this document provides the individual invoices of all Team members, as well as receipts for travel, transportation, and accommodations.

The City and Monitoring Team have agreed that Team members who elect to be compensated for meals and personal expenses incurred while traveling to Cleveland for work on the project will do so on the standard, federal scale, with fractions of days rounded to the nearest quarter-day. (Thus, for instance, flying to Cleveland at 4:00pm and staying through the end of the day would be compensated for the half day of \$34.50.) Some Team members have waived their *per diem* charges or elected to receive them only for some but not all days while traveling to Cleveland. This constitutes an additional, ongoing savings to the City of Cleveland.

Finally, some Team member invoices, or bills contain reference to meals or other costs for which the Team is not seeking reimbursement from the City. In some instances, those items have been redacted by the team members. In others, the un-billed charges as part of a bill that contains billed charges are subtracted from the total. In these instances, the arithmetic should be clear.

IV. CONCLUSION

We submit this invoice for approval by the Department of Justice and City of Cleveland. Upon receiving such approval, we will submit the invoice to Judge Solomon Oliver for his review and approval.

Please do not hesitate to contact us for any reason whatsoever.

Sincerely,

A handwritten signature in blue ink, appearing to read 'H Aden', written in a cursive style.

Hassan Aden
Monitor

cc: Michelle Heyer
Monica Madej
Kevin Preslan
Heather Tonsing Volosin

Detailed Time Report

Timeframe	12/01/2020 – 12/31/2020	Clients	All Clients
Total	430.90 Hours 0.00 Uninvoiced Billable Hours	1 Project	Cleveland December 2020
		Categories	All Tasks
		Team	Everyone

Date	Client	Project	Task	Roles	Hours
Aden Hassan					76.00
12/01/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	5.50
<p>Call with potential SME re: Data and compliance matters. Call with G. White re: DPC Report, COVID-19 situation in Cleveland, deliverables and timelines and various other project management matters. Weekly call with DOJ to discuss various CD related matters. Review of recent CPD DNs, assignment of review tasks for MT members and project management. Call with USAO's re: various CD related matters. Email and correspondence re: CD deliverables, deadlines, and priorities.</p>					
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	6.50
<p>Call with M. Bretz re: numerous review assignments pertaining to LMS curriculum to be returned to the CDP or to be routed to DOJ, deadlines, priority meetings for the rest of December. General project management. Email and correspondence with deputy monitors re: protest review progress and overall progress on the 9th Semiannual report. Review of sections of the 9th Semiannual report. Correspondence with the city re: the final AAR for the May 30th protests.</p>					
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	4.50
<p>Review of 9th Semiannual Report (part B). Call with USAO re: City press conference. Calls with A. Hardaway and C. See re: Chapman Pursuit and city AAR from May 30 protests.</p>					
12/04/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	3.50
<p>Email and correspondence re: various CD related matters including coordination with the parties and the Court for the January 2021 Status conference. Review of several internal reports. Coordination, project management and assignment of review priorities.</p>					
12/05/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	2.00
<p>Review of information on OIS. Project management. Email and correspondence.</p>					
12/07/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	4.00
					Total 430.90

Date	Client	Project	Task	Roles	Hours
					Weekly MT logistics meeting re: deliverables, updates and tasks. Review of 9th Semiannual report sections. Call with G. White re: deliverables and timelines. Call with B. Maxey re: several reports, deliverables and the website transparency issue (PP253H).
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	4.00
					Review of City's recent proposal re: CD modifications. Weekly Update call with DOJ/CRT. Bi-weekly call with the City/DOJ/MT. Review and discussion regarding several policies that need to be finalized.
12/09/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	1.50
					Email and correspondence re: 9th Semiannual Report and follow ups from yesterday's meeting with the City/DOJ.
12/10/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	2.50
					Email and correspondence re: various CD related deliverables, reports and policies. Review of the Transgender and Youth policies prior to filing a notice with the Court.
12/11/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	2.00
					Call with G. White re several CD related matters. Email and correspondence.
12/12/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	1.50
					Follow ups from the week. Email and correspondence.
12/13/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Senior Advisor	0.50
					Email and correspondence re Monday filings (TIGN and Youth Policies).
12/14/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	4.00
					Weekly MT logistics meeting. Planning and assignments for UW of CLE public presentations in January and following months. Email and correspondence. Review of 9th Semiannual Report.
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	3.50
					Weekly update call with DOJ to discuss deliverables and priorities in the coming weeks, the CPC, DPCs and other matters under review. Update on the UF assessments. Finalizing the draft of the 9th Semiannual Report to M. Barge for formatting and final edits.
12/16/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	4.50
Total					430.90

Date	Client	Project	Task	Roles	Hours
12/30/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Senior Advisor	4.50
Email and correspondence and call with M. Bretz re various project management matters. Review of latest draft of 9th Semiannual Report as well as the CPC's DPC latest report. Call with CLE MT Community Engagement Workgroup.					
Charles See					11.40
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00
Public Forum Planning meeting					
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.80
City/CDP press conference /1st District Policing Committee meeting					
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.50
Meeting: DOJ/City/MT					
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.50
emails/phone call					
12/10/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.00
CCPC meeting					
12/11/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.30
Community Engagement meeting					
12/11/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.50
Phone call, emails					
12/16/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.50
United Way Community Forum planning					
12/21/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50
Phone calls					
12/24/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50

Total 430.90

Date	Client	Project	Task	Roles	Hours
					phone calls/emails
12/30/2020	City of Cleveland Team Meeting	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.30
CJI - Cole Christine					26.00
12/01/2020	City of Cleveland Data call, DOJ Meeting, emails	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	2.00
12/01/2020	City of Cleveland report, emails	Cleveland December 2020 - November 2021	Pro Bono Hours	Senior Advisor	1.50
12/02/2020	City of Cleveland 9th report	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	5.50
12/03/2020	City of Cleveland 9th report	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	4.30
12/04/2020	City of Cleveland notes, emails, clean up	Cleveland December 2020 - November 2021	Pro Bono Hours	Senior Advisor	1.00
12/07/2020	City of Cleveland UOF Review comms/memo	Cleveland December 2020 - November 2021	Pro Bono Hours	Senior Advisor	0.30
12/08/2020	City of Cleveland DOJ MT call	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	0.50
12/08/2020	City of Cleveland DOJ/CITY/MT meeting	Cleveland December 2020 - November 2021	Pro Bono Hours	Senior Advisor	0.50
12/10/2020	City of Cleveland UOF reviews, Recruiting	Cleveland December 2020 - November 2021	Pro Bono Hours	Senior Advisor	0.50

Total 430.90

Date	Client	Project	Task	Roles	Hours
12/11/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	0.50
12/14/2020	City of Cleveland	Cleveland December 2020 - November 2021 managing UOF reviews	Pro Bono Hours	Senior Advisor	0.30
12/14/2020	City of Cleveland	Cleveland December 2020 - November 2021 team call and follow up activities	CLE MT Member Rate	Senior Advisor	0.80
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021 9th report	CLE MT Member Rate	Senior Advisor	1.30
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021 emails and organizing on UOF reviews, briefly at DOJ meeting	Pro Bono Hours	Senior Advisor	1.80
12/16/2020	City of Cleveland	Cleveland December 2020 - November 2021 uof reviews with DOJ, 9th report	CLE MT Member Rate	Senior Advisor	0.80
12/18/2020	City of Cleveland	Cleveland December 2020 - November 2021 discussion of 9th, working on 9th	CLE MT Member Rate	Senior Advisor	2.30
12/23/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Senior Advisor	0.80
12/28/2020	City of Cleveland	Cleveland December 2020 - November 2021 MT meeting, uof review activities, emails	CLE MT Member Rate	Senior Advisor	1.30
Django Sibley					8.90
12/18/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review use of force case 18-117448	Pro Bono Hours	Associate Consultant	2.60
12/18/2020	City of Cleveland	Cleveland December 2020 - November 2021 partial review of use of force case 2018-265148	CLE MT Member Rate	Associate Consultant	0.60
Total					430.90

Date	Client	Project	Task	Roles	Hours
12/18/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.20
		Review use of force case 2018-329180			
12/19/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.90
		Review use of force case 18-329180			
12/19/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.10
		Review use of force case 18-140049			
12/20/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.50
		Review use of force case 18-153810			
Hardaway Ayesha					38.50
12/01/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.60
		Participate in conference call.			
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00
		Participate in conference call.			
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.70
		Participate in conference calls; observe press conference.			
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.10
		Prepare for and participate in conference calls; email correspondence.			
12/04/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.20
		Document review and analysis.			
12/06/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	4.10
		Document review and analysis.			
12/07/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.40
		Conference calls			

Total 430.90

Date	Client	Project	Task	Roles	Hours
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	3.80
		Document review and analysis; conference calls			
12/09/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.10
		Participate in meeting			
12/10/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.60
		Document review and analysis			
12/11/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.90
		Document review and analysis; conference calls			
12/14/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.40
		Document review and analysis; document review, preparation and filing; conference call			
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	5.20
		Document review and analysis; conference calls			
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.00
		Document review and analysis			
12/16/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	3.70
		Document review and analysis			
12/17/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.10
		Document review and analysis; conference calls			
12/18/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	4.30
		Document review and analysis; conference calls			
12/21/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.60
		Document review and analysis; participated in meeting; conference calls			

Total 430.90

Date	Client	Project	Task	Roles	Hours
12/28/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.40
		Participate in conference calls			
12/29/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.80
		Document review and analysis			
12/29/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.50
		Participate in conference call			
Jennifer Albright					1.90
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50
		Protest use of force review			
12/12/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00
		Phase 2 use of force review cases.			
12/12/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.40
		Phase 2 use of force review			
Lisa Fink					22.70
12/01/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50
		DOJ/MT Meeting			
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50
		9th Semiannual Report			
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.00
		9th Semiannual Report			
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.00
		9th Semiannual Report			
12/04/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50

Total 430.90

Date	Client	Project	Task	Roles	Hours	
		Administrative Tracking Call w Melissa				
12/06/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.80	
		CDP After Action Report media coverage				
12/07/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00	
		MT Logistics Meeting				
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50	
		DOJ and MT Meeting				
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.50	
		City/CDP/DOJ/MT Meeting				
12/14/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.00	
		MT logistics meeting & assessment tracker notes				
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	4.80	
		DOJ/MT Meeting; review CDP recruitment report; 9th Semiannual Report				
12/16/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.50	
		9th Semiannual Report				
12/18/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.00	
		Website workgroup call & 9th Semiannual Report call				
12/18/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.80	
		9th Semiannual Report				
12/23/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.00	
		9th Semiannual Report				
12/23/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50	
		9th Semiannual Report				

Total 430.90

Date	Client	Project	Task	Roles	Hours
12/29/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.50
		DOJ workflow review; CDP policies.			
12/29/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.30
		CDP policies review			
Maxey Brian					63.80
12/01/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	5.00
		Ninth Semiannual report			
12/01/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.70
		Ninth Semiannual Report drafting			
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	5.00
		Ninthsemiannual			
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.40
		Ninth Semiannual Report drafting			
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	6.70
		Ninth Semiannual Report drafting			
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	2.00
		Ninth semiannual report			
12/07/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.40
		MT weekly; review of AAR; discussion re: IA cases			
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	4.20
		MT/DOJ call; review Sedlak IA case; call re: same; MT/DOJ/CDP call; review BWC video for Ninth Semiannual			
12/09/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.20
		Reconcile incident numbers/BWC			

Total 430.90

Date	Client	Project	Task	Roles	Hours
12/12/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.40
Phase 2 UOF completion; confirm survey instrument results					
12/14/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.50
MT logistics call; re-review of stops form training and email; draft Notice for TGIN/Youth filing					
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	2.00
MT/DOJ Call/follow-up re: UOF; Ninth Semiannual					
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	3.90
Ninth Semiannual Report; Consent Decree status update chart					
12/16/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00
UOD case call w/DOJ; call with K. Mateo re: website development					
12/17/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.70
Prep call for court conference; draft agenda for court conference					
12/18/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	3.40
CDP/MT/DOJ meeting re: website development; internal discussion re: court conference/Ninth Semiannual finalization; draft agenda for court conference; Conference w/Judge Oliver					
12/22/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.20
Ninth Semiannual report					
12/22/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.00
12/23/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	4.00
Ninth Semiannual					
12/23/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	5.20
Ninth Semiannual					

Total 430.90

Date	Client	Project	Task	Roles	Hours
12/30/2020	City of Cleveland	Cleveland December 2020 - November 2021 Ninth semiannual finalization	CLE MT Member Rate	Associate Consultant	2.20
12/30/2020	City of Cleveland	Cleveland December 2020 - November 2021 Ninth semiannual finalization	Pro Bono Hours	Associate Consultant	1.00
12/31/2020	City of Cleveland	Cleveland December 2020 - November 2021 Final formatting Ninth Semiannual	Pro Bono Hours	Associate Consultant	0.70
Melissa Bretz					27.50
12/01/2020	City of Cleveland	Cleveland December 2020 - November 2021 CLE Data and Assessment Work Discussion and DOJ/MT Call. Work on Internal Tracking Sheet, BOX documents, and Task List. Emails to parties regarding contact information, meeting information, cancellations, agendas, and other information.	CLE MT Member Rate	Associate Consultant	6.50
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021 Work on Internal Tracking Sheet and BOX documents. Emails to parties regarding calendar invitations, documents, deadlines, training documents, and other information.	CLE MT Member Rate	Associate Consultant	3.50
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021 OPS Workgroup Meeting. Call with Hassan Aden and Lisa Fink. Work on Internal Tracking Sheet, BOX documents, and Task List. Emails to parties regarding documents, deadlines, cancellations, meeting information, confirmations, assessment cases, status updates, and other information.	CLE MT Member Rate	Associate Consultant	5.50
12/04/2020	City of Cleveland	Cleveland December 2020 - November 2021 Call with Lisa Fink. Work on Pending Document Deadline summary. Emails to parties regarding deadlines, documents, and other information.	CLE MT Member Rate	Associate Consultant	4.50
12/11/2020	City of Cleveland	Cleveland December 2020 - November 2021 Work on Time Stamping OPS/PRB Cases for OPS/PRB Audit.	CLE MT Member Rate	Associate Consultant	3.50
12/12/2020	City of Cleveland	Cleveland December 2020 - November 2021 Work on Time Stamping OPS/PRB Cases for OPS/PRB Audit.	CLE MT Member Rate	Associate Consultant	4.00
Ramsey Charles					38.50

Total 430.90

Date	Client	Project	Task	Roles	Hours
12/01/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoF Case 2019-374383	CLE MT Member Rate	Partner	3.00
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoFcase 2019-338045	CLE MT Member Rate	Partner	3.00
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoF case 2018-103940	CLE MT Member Rate	Partner	3.00
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoF 2018-225745	CLE MT Member Rate	Partner	3.00
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoF 2018-152277	CLE MT Member Rate	Partner	3.00
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review 2018-146063	CLE MT Member Rate	Partner	3.00
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoF case 2018-348582	CLE MT Member Rate	Partner	2.00
12/04/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoF case2019-183522	CLE MT Member Rate	Partner	2.00
12/04/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoF case 2018-059977	CLE MT Member Rate	Partner	3.00
12/04/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoF case 2018-053660	CLE MT Member Rate	Partner	2.00
12/05/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoF case2019-370040	CLE MT Member Rate	Partner	2.00

Total 430.90

Date	Client	Project	Task	Roles	Hours
12/05/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review UoF case 233648	CLE MT Member Rate	Partner	2.00
12/19/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review case 2019-118701	CLE MT Member Rate	Partner	3.00
12/20/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review case 2018-254806	CLE MT Member Rate	Partner	2.00
12/20/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review case 2018-389945	CLE MT Member Rate	Partner	2.50
Randolph Dupont					12.10
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021 Cleveland PD Critical Safety Events review, conversation on CIT 40 hour requirements	Pro Bono Hours	Associate Consultant	0.80
12/04/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review of Cleveland Articles, CPD Safety Issues, Correspondence on CPD In-service training curriculum	Pro Bono Hours	Associate Consultant	0.90
12/07/2020	City of Cleveland	Cleveland December 2020 - November 2021 Discussion of Cuyahoga County Diversion Proposal: Impact on Consent Decree, Discussion of CIT Training and Ohio CIT Standards	CLE MT Member Rate	Associate Consultant	1.50
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021 MHRAC Quality Improvement Meeting	CLE MT Member Rate	Associate Consultant	0.50
12/12/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review of CPD Officer Improvement Program, feedback on OIP, research on OIP options.	Pro Bono Hours	Associate Consultant	2.00
12/13/2020	City of Cleveland	Cleveland December 2020 - November 2021 Review of CPD OIP Programs. Feedback and analysis of program.	Pro Bono Hours	Associate Consultant	1.50
12/14/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00
Total					430.90

Date	Client	Project	Task	Roles	Hours
MHRAC Training Subcommittee Meeting, follow up discussion of CPD use of state MH law					
12/16/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.10
Discussion of CIT specialized training issues, LMS training issue for commitment process, Consent Decree timelines					
12/17/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.80
Follow up on LMS Training Issues, plan for future CPD in-service training, review of OIP feedback					
12/21/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.20
Discussion of LMS Slides, OIP Issues, CIT 40 Specialized Training and Policy Impact					
12/23/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.30
Review of CPD In-service Training Feedback					
12/30/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50
Review of Correspondence, CPD Critical events					
Richard Rosenthal					49.40
12/01/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.60
DOJ/Monitoring Team Call; Correspondence review, including 2 DPS charge letters – review and documentation; 2 transcripts for download and documentation for OPS/PRB audit; correspondence with IT re: access to PRB meeting; Testing of Evidence.com for access to IA interviews for IA audit, documentation, review of select videos & follow up correspondence.					
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	3.90
OPS workgroup meeting: Correspondence review (including review of OPS Arbitration decision); Call with monitoring team member; Call with OPS; Correspondence to monitoring team; review of 3 DPS charge letters; Review of IG reports (9 documents); Review of FRB training power point .					
12/04/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.50
Call with Monitoring Team member; Review of 19 Chief Letters (Discipline & Charge Letters); IA file review (& WCS video) for IA assessment.					
12/07/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	5.60
Total					430.90

Date	Client	Project	Task	Roles	Hours
					Monitoring Team Logistics call; Review and documentation of IG reports and related correspondence; calls with members of monitoring team; Correspondence review and responses; Review of IA cases for IA assessment; Creation of OPS-PRB folders in BOX and transcript download; Review of City recommended alterations to CD.
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	5.40
					MT/DOJ meeting; Correspondence review and documentation (including 7 charge & discipline letters and follow-up review in IA Pro); Monitoring of monthly PRB meeting; Downloading of files from IA Pro for OPS-PRB assessment; Monitoring Team/DOJ/City/CDP meeting.
12/10/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	2.50
					IAPro download/ BOX upload testing; Correspondence review (including 5 chiefs and inquiry with Case Preparation Unit); Review and download of case for UOF assessment; correspondence re: UOF review & OPS/PRB assessments.
12/11/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	3.70
					Correspondence review (including 15 Chiefs letters & 1 OPS departure letter, 1 case requiring IA Pro review; Documentation re: OPS-PRB audit; Calls with Monitoring Team members; Review of case for UOF assessment.
12/14/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	4.80
					Logistics call: UOF Phase 3 case reviews (4) and correspondence to monitoring team; Correspondence review, including Chief's & Directors letters.
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	3.20
					MT/DOJ meeting & follow up communication; UOF assessment case reviews.
12/16/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.00
					Calls with Case Prep Unit Lt. & OPS.
12/17/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.80
					Correspondence review (including 3 chief's letters & technical assistance; Download of assessments and documentation re: IA case assessment; Review of IU case and follow-up correspondence; OPS bi-weekly workgroup meeting; Call with monitoring team member. re: OPS-PRB assessment issues and follow up correspondence,
12/18/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.60
					Correspondence review (including multiple suspension letters).
12/22/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	5.00
Total					430.90

Date	Client	Project	Task	Roles	Hours
Drafting of IA assessment report.					
12/28/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	2.20
Monitoring Team logistics call and follow up call; Correspondence review (including 14 Chiefs letters); Review of correspondence for UOF Level III assessments.					
12/29/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	2.60
UOF review Level 3 case & inquiry; preliminary review of UOF Level 3 case, phase 4; Correspondence review (including 5 charge letters and responses to request for OPS pre-disc transcripts; documentation and submission of UOF Level 3 case, phase 3.					
12/30/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.00
Call with OPS and follow-up documentation.					
Rick Myers					18.70
12/01/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.30
Weekly DOJ call					
12/01/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.50
Weekly DOJ meeting					
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.50
Stop Form Policy review and comments					
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.30
Stop form policy review					
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50
Review of UOF 2018-068433					
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.00
Review UOF 2018-068433					
12/05/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50
Review use of force 2019-287439					

Total 430.90

Date	Client	Project	Task	Roles	Hours
12/05/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50
		Video review. UOF			
12/06/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00
		Review and complete instrument for 2019-287439			
12/07/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00
		Logistics call			
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.50
		Weekly DOJ meeting			
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.50
		MT/DOJ/CDP/City Zoom meeting			
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00
		Phone call with Ryals, Michelle Heuer, and Lt Shawn Smith, OIC of training			
12/12/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.40
		Review case 2018-386178			
12/12/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.80
		Review 2018-386178 and complete online assessment tool.			
12/13/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50
		Review UOF 2019-183523			
12/13/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.00
		Review UOF case and enter into online tool. 2019-183523			
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00
		weekly DOJ call			

Total 430.90

Date	Client	Project	Task	Roles	Hours
12/15/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.30
		weekly DOJ call			
12/21/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.50
		phone call with Django to reconcile differences in on line instrument for use of force reviews.			
12/28/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	0.80
		Logistics call			
12/28/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	0.30
		Logistics call			
Scott Sargent					6.00
12/06/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	3.00
		Review of AARs of CDP and CCSO. Review of media related to release of both reports			
12/17/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	2.00
		Review phase 2 conflict cases.			
12/18/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Associate Consultant	1.00
		emails and correspondence			
Smoot Sean					23.50
12/03/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Partner	1.00
		Review disc case docs 4 cases.			
12/07/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Partner	3.50
		Review disciplinary case docs (14 cases) and multiple media re protests, reports and reaction.			
12/08/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Partner	3.50
		Review disciplinary docs (8 cases) DOJ, and all stakeholder calls.			
12/09/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Partner	1.00

Total 430.90

Date	Client	Project	Task	Roles	Hours
					Review disc disc (5 cases)
12/11/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Partner	3.20 Rev disc docs (13 cases) and GW submission of Cd shortcut ideas. Call w HA
12/17/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Partner	1.00 Review disciplinary case docs and correspondence re disciplinary system gap
12/23/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Partner	2.80 Rev disc case docs 16 cases (rec'd 12/18-23) and media review.
12/30/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Partner	2.50 Rev disc docs 18 cases (rec'd 12/28-30) and media from 12/28.
12/31/2020	City of Cleveland	Cleveland December 2020 - November 2021	Pro Bono Hours	Partner	5.00 12/1-31 Misc correspondence, conf calls, reading, etc
Victor Ruiz					6.00
12/02/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00 Cleveland Consent Decree Meeting
12/05/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00 Review of 9th semiannual report draft
12/10/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.00 CPC Meeting
12/11/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.50 Updated invitation: Bi-Weekly Community Engagement Call @ Every 2 weeks from 11am to 12pm on Friday (EDT)
12/16/2020	City of Cleveland	Cleveland December 2020 - November 2021	CLE MT Member Rate	Associate Consultant	1.50 Cleveland Consent Decree Meeting with UW

Total 430.90