

Kenneth L. Thompson

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February 7, 2023

Mayor and City Council of Baltimore
Attn: Ebony Thompson, City Solicitor
City Hall, Suite 101
100 Holliday Street
Baltimore, MD 21202

Police Department of Baltimore City
Attn: Michael Harrison, Police Commissioner
242 W 29th Street
Baltimore, MD 21211-2908

Timothy Mygatt
Nicole Porter
U.S. Department of Justice
Civil Rights Division
Special Litigation Section
950 Pennsylvania Ave., NW
Washington, DC 20530

RE: *Baltimore Police Monitoring Team – December 2022 Invoice*

This document, including attachments, is the invoice of the Baltimore Police Monitoring Team (“Team”) for services performed and expenses incurred in December 2022.

Narrative Summary

This invoice accounts for time worked from December 1 – December 31, 2022, by Team members Ken Thompson, Seth Rosenthal, Theron Bowman, Randy Dupont, Hassan Aden, Matthew Barge, Christine Cole, Jessica Drake, Tyeesha Dixon, Eve Gushes, Nola Joyce, Megan McDonough, Tracey Mears, Charles Ramsey, Sue Rahr, Terri Wilfong, Roberto Villasenor, Katie Zafft, and Gabriela Wasileski. This invoice also includes expenses for the custodial arrestee survey conducted by the University of Toronto.

The sum of previously unbilled services and expenses reflected in this invoice is \$107,162.59 of the time submitted in this invoice, 52.46 hours, or 15%, were *pro bono*, or unbilled and donated to the City of Baltimore. By recording 15% of its total time *pro bono*, and writing off certain expenses, the Team saved the city a total of \$22,264.10

Work performed in December 2022 included:

- Community outreach and meetings between Monitoring Team members, including neighborhood liaisons, and community stakeholders, and collaborations with BPD and DOJ regarding coordinated outreach
- Collaborating with Morgan State University to conduct a second community survey and the Munk School and Rose Street Community Center for a second custodial arrestee survey.
- Virtual and telephonic meetings regarding Consent Decree requirements on stops/searches/arrests, use of force, interactions with individuals with behavioral health disabilities, technology and data collection and maintenance, interactions with youth, impartial policing, misconduct investigations and discipline, training, sexual assault investigations, First Amendment protected activities, supervision, staffing, recruitment, hiring, officer assistance and support, compliance reviews and outcome assessments
- Continuing our comprehensive assessment on use of force for 2018 – 2020
- Continuing our comprehensive assessment on sexual assault investigations in 2019 – 2020
- Continuing our comprehensive assessment on arrests from 2019 and 2021
- Continuing our comprehensive assessment on officer wellness
- Developing methodologies for assessments on recruitment, hiring/retention, First Amendment compliance, community policing, and responses to individuals in crisis
- Observing/evaluating training on misconduct investigations, discipline and ABLÉ; training for Performance Review Board members; Collaborative Planning and Implementation Committee (CPIC) meetings; Performance Review Board meetings; and Comstat and RecruitStat meetings
- Providing technical assistance to BPD's Public Integrity Bureau, including development of intake testing program
- Providing technical assistance on implementation of technology reforms, including implementation of new Records Management System and a revised electronic report form
- Addressing issues relating to interactions with individuals with behavioral health disabilities, including meetings with CPIC, behavioral health system deficiencies identified in an analysis of systemic needs (including progress on implementation of GBRICS program), evaluating data on crisis response, and BPD's Crisis Intervention Team
- Reviewing implementation of community policing plan
- Consulting BPD on staffing plan
- Consulting BPD on implementing recruitment and retention incentives
- Draft our Second Comprehensive Reassessment
- Preparing FY23 budget
- Meetings and communications with Judge Beddar to inform him and receive his feedback about the progress of the project

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- Preparing and updating content for the team's website
- Engaging with residents on social media

Invoice Summary

Invoice Totals

	Previously Billed in FY 2023	December 2022 Billed	Fiscal YTD Billed
Services	\$602,024.75	\$87,917.00	\$689,941.75
Expenses	\$39,303.72	\$19,245.59	\$58,549.31
Total	\$641,328.47	\$107,162.59	\$748,491.06

FY 2023 Budget (\$119,390.06 + \$1,475,000)	\$1,594,390.06
Funds Remaining in FY 2023 Budget	\$845,899.00
Percentage of Funds Used in FY2023 Budget	46.95%
Fiscal 2023 YTD Value of Pro Bono Services	\$128,820.10

Breakdown of Billable Hours & Expenses

December	Total Hours	Billed Hours	Pro Bono Hours	Total Services Billed	Total Expenses Billed
Rosenthal	52.1	27.6	24.50	\$13,110.00	\$0.00
Thompson	77.9	61.0	16.90	\$28,975.00	\$0.00
Aden	29.5	28.2	1.30	\$6,627.00	\$0.00
Barge	24.3	21.9	2.40	\$5,146.50	\$0.00
Bowman	17.0	17.0	0.00	\$3,995.00	\$0.00
CJI: Wasileski	13.5	13.5	0.00	\$3,172.50	\$0.00
CJI: Zafft	20.5	20.5	0.00	\$4,817.50	\$0.00
Cole	5.4	4.1	1.30	\$963.50	\$0.00
Dixon	1.0	1.0	0.00	\$235.00	\$0.00
Drake (Admin)	5.2	5.2	0.00	\$195.00	\$0.00
Drake (CE)	3.2	3.2	0.00	\$752.00	\$0.00
Dupont	12.5	8.7	3.76	\$2,044.50	\$0.00
Gushes	3.0	3.0	0.00	\$705.00	\$0.00
Joyce	8.7	8.7	0.00	\$2,044.50	\$0.00
Meares	9.1	9.1	0.00	\$2,138.50	\$0.00
Rahr	2.0	2.0	0.00	\$470.00	\$0.00
Ramsey	8.8	8.8	0.00	\$2,068.00	\$0.00
Villasenor	21.8	19.5	2.30	\$4,582.50	\$0.00
Wilfong	25.0	25.0	0.00	\$5,875.00	\$0.00
The University of Toronto	0.0	0.0	0.00	\$0.00	\$19,245.59
Total	340.5	288.0	52.46	\$87,917.00	\$19,245.59

Individual Invoices and Supporting Documentation

The remainder of this invoice includes the individual invoices of all Team members who submitted invoices for December 2022, as well as receipts for travel, transportation, accommodations, and expenses incurred for website development, and establishment of Team e-mail addresses.

The City and the Team have agreed that Team members who elect to be compensated for meals and personal expenses incurred while traveling to Baltimore for work on the project will do so at the

February 7, 2023

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standard federal per diem rate of \$69, with fractions of days billed at 75% of the standard federal per diem rate, or \$51.75. Some team members have waived or reduced their per diem charges or elected to receive them only for some but not all days while traveling to and working in Baltimore. This constitutes additional, ongoing savings to the City.

We submit this invoice for approval by the Department of Justice and the City of Baltimore. As previously discussed, we ask both parties to review the invoice and get back to us with any comments or suggested changes within five days. Once we obtain approval of the invoice, we will submit it to Judge James Bredar for his review and approval.

Please feel free to contact me if you have any questions.

Sincerely,



Kenneth Thompson
Monitor

Baltimore Consent Decree Monitor 750 E. Pratt, Ste 900 Baltimore, MD 21202			INSTRUCTIONS 1. Complete the blue box to the left first. This will cause month and rate information to populate the spreadsheet. 2. Enter descriptions and hours in the "Time" portion of the matrix consistent with the "Sample Description" below. 3. You may not bill more than eight (8) hours in a day, even if you work more than eight (8) hours in a day, which you inevitably will. Leadership must authorize more than eight hours billed in a day, itemized, but will do so sparingly. All time above 8 hours in a day should be reflected as "unbilled." 4. You may NOT bill for time spent traveling to or from Baltimore or anywhere else. Travel time is non-reimbursable. 5. Please make sure all expenses meet the Guidelines listed in the Billing Guidelines tab. 6. Do not forget to initial the box attesting to the accuracy of this statement before you submit it. 7. Do not hesitate to call Deputy Monitors Hassan Aden or Seth Rosenthal with any questions.
	INVOICE FOR MONTH OF:	<u>December</u>	Complete these four cells before starting spreadsheet. Rates and other info will self-populate.
	INVOICE SUBMITTED BY:	Rosenthal	
	DATE SUBMITTED:	1/13/2023	
	YEAR:	2022	

Sample Description:
 Prepare for and attend meeting with BPD North Division DC; prepare checklist for review of in-service training; meet with Ms. Williams re changes to compliance matrix; copied use of force reports; reviewed UNDF reports 1123454 and 1123455.

TIME

Month of	Day	Description	Hours	Rate	Total	Comments (Unbilled Time)	Unbilled Hours
December	1			\$ 475.00	\$ -	Attention to vendor payments and work with Venable practice management re: same (.5); emails with BPD, DOJ and IUR re:community survey (.3)	0.8
December	2	Emails with BPD and Joyce re: patrol staffing levels for comprehensive reassessment (.3)	0.3	\$ 475.00	\$ 142.50	Emails with K. Thompson and M. Barge re: 6th Year Monitoring Plan (.2); emails with M. Barge re: assessments (.2); emails with IUR, BPD and DOJ re:	0.6
December	3			\$ 475.00	\$ -		
December	4			\$ 475.00	\$ -		
December	5	Review BD comments on updated draft of comprehensive reassessments and emails with BPD, DOJ and MT members re: same	0.4	\$ 475.00	\$ 190.00		
December	6			\$ 475.00	\$ -	Review monthly hiring/attrition report (.1); emails re: posting Officer Assistance & Support report to website (.2); emails with DOJ re: comprehensive reassessment and UOF report (.2)	0.5
December	7	Preliminary review of DOJ comments on updated draft of semiannual report (.4); emails with DOJ, BPD and Barge re: compliance scoring rubric (.2)	0.6	\$ 475.00	\$ 285.00		
December	8			\$ 475.00	\$ -		
December	9	Begin preparing 6th Year Monitoring Plan (.8); emails with BPD, DOJ and M. Barge re: compliance scoring rubric (.4); emails with G. Wasileski re: First Amendment Assessment (.3)	1.5	\$ 475.00	\$ 712.50	Meeting and emails with K. Thompson re: transition of certain of my responsibilities in January and 6th Year Monitoring Plan (3.0); emails with Munk School re: billing and payment (.2)	3.2
December	10	Prepare 6th Year Monitoring Plan	2	\$ 475.00	\$ 950.00	Emails with Aden, Thompson and Barge re: revisions to UOF assessment report (.3); emails re onboarding new MT members (.1); review updated UOF assessment with Barge comments (.3)	0.7
December	11			\$ 475.00	\$ -		
December	12	Zoom meeting with K. Thompson and M. Barge re: 6th Year Monitoring plan and prepare plan	1.5	\$ 475.00	\$ 712.50	Emails with BPD and DOJ re: public order forces training curriculum (.1); emails with BPD re: 6th Year Monitoring Plan (.1); review and revise comprehensive reassessment (2.0); emails with BPD and DOJ re: compliance scoring (.1)	2.2

Name:

Weekly Log

September 17th - 28th ' 18

December	13	Work comprehensive reassessment and emails with Joyce and Barge re: same (2.0); assessments team call and follow up email with G. Wasileski re: 1st Amendment Assessment (.8); prepare 6th Year Monitoring Plan (.5)	3.3	\$	475.00	\$	1,567.50	Emails with BPD and DOJ re: 6th Year Monitoring Plan (.2); prepare 6th Year Monitoring Plan (1.0)	1.2
December	14	Prepare 6th Year Monitoring Plan, confer with K. Thompson re: same, and emails with K. Thompson and H. Aden re: same (2.0); edit and confer/emails with Dupont and Joyce re: comprehensive reassessment (1.7)	3.7	\$	475.00	\$	1,757.50	Emails re: sex assault investigation assessment	0.2
December	15	Draft overview one-pager and prepare compliance scoring spreadsheets for comprehensive reassessment (3.5); emails with Barge re: compliance scoring (.2); emails with Wasileski re: 1st Amendment assessment (.2)	3.9	\$	475.00	\$	1,852.50		
December	16	Emails/telephone conference with K. Thompson and other MT members re: monitoring plan and draft monitoring plan (1.0); zoom call and emails with M. Barge re: compliance scoring (.5); emails with BPD and DOJ re: compliance scoring (.2)	1.7	\$	475.00	\$	807.50	Telephone conference with S. Sullivan re: monitoring plan and semiannual report (.2); scrub comprehensive reassessment (1.0)	1.2
December	17			\$	475.00	\$	-		
December	18			\$	475.00	\$	-		
December	19	Call with Aden, Barge and Thompson re: compliance scoring (.4); call with DOJ and BPD re: compliance scoring (.5); call with 1st Amendment assessment team (1.0); prepare notice of approval of public order forces training curriculum (.4); call with Aden re: 6Y Monitoring Plan, finalize draft plan, and email with DOJ and BPD re: same (1.5)	3.8	\$	475.00	\$	1,805.00	Review and emails with K. Thompson re: community survey budget request (.2)	0.2
December	20	Assessments team call (.5); emails re: edits to use of force report and with BPD re: report publication (.3)	0.8	\$	475.00	\$	380.00	Emails with IUR re: community survey budget and confer with Thompson re: same (.1); scrub comprehensive reassessment and compliance scoring exhibits and confer with LAA re same (1.0); calls re: onboarding new team members (.6); review new Md. Supreme Court opinion on reasonable suspicion standard (.3)	2
December	21	Emails with M. Barge and G. Wasileski re: use of force report, finalize report for filing, and incorporate corresponding changes into and scrub final draft of comprehensive assessment	2	\$	475.00	\$	950.00	Emails with community engagement team re website and social media posting of use of force report (.4); emails with Wasileski re: Arrest Viewer (.1)	0.5
December	22	Review BPD comments on draft 6th Year Monitoring Plan	0.3	\$	475.00	\$	142.50	Scrub comprehensive reassessment for filing and emails with community engagement team re: website and social media posting	1.8
December	23			\$	475.00	\$	-	Emails with community engagement team re: website and social media posting of use of force report (.4); emails with Wasileski re: Arrest Viewer (.1)	2.2
December	24			\$	475.00	\$	-		
December	25			\$	475.00	\$	-		
December	26			\$	475.00	\$	-	Emails with reporter, Barge and Thompson re: UOF report and review report	0.5
December	27			\$	475.00	\$	-	Draft response to Banner reporter questions re: use of force assessment and emails/telephone conference with Thompson and Barge re: same (2.5); emails with BPD and DOJ re: 2023 training plan (.1)	2.6
December	28			\$	475.00	\$	-	Draft response to Banner reporter follow up questions on use of force assessment and emails/telephone conferences with Thompson and Barge re: same (1.6); confer/emails with Barge re: transitioning bpdmonitor account	2.1
December	29	Draft and send email to Judge Bredar's clerk re 5th Year Monitoring Plan deliverables	1.1	\$	475.00	\$	522.50	Work with Thompson on invoicing process and emails with Thompson and Venable practice management re: same (.8); emails with Banner reporter re: use of force assessment and confer with Thompson, Barge and Wasileski re: same (.8); emails with Wasileski re: 1st Amendment assessment (.4)	2
December	30	Create 1st Amendment Assessment instrument for PIB cases alleging 1st Amendment violations and	0.7	\$	475.00	\$	332.50		
				\$	475.00	\$	-		
			27.6	\$	475.00	\$	13,110.00		24.5

Baltimore Consent Decree Monitor 750 E. Pratt, Ste 900 Baltimore, MD 21202			INSTRUCTIONS 1. Complete the blue box to the left first. This will cause month and rate information to populate the spreadsheet. 2. Enter descriptions and hours in the "Time" portion of the matrix consistent with the "Sample Description" below. 3. You may not bill more than eight (8) hours in a day, even if you work more than eight (8) hours in a day, which you inevitably will. Leadership must authorize more than eight hours billed in a day, itemized, but will do so sparingly. All time above 8 hours in a day should be reflected as "unbilled." 4. You may NOT bill for time spent traveling to or from Baltimore or anywhere else. Travel time is non-reimbursable. 5. Please make sure all expenses meet the Guidelines listed in the Billing Guidelines tab. 6. Do not forget to initial the box attesting to the accuracy of this statement before you submit it. 7. Do not hesitate to call Deputy Monitors Hassan Aden or Seth Rosenthal with any questions.
	INVOICE FOR MONTH OF:	<u>December</u>	Complete these four cells before starting spreadsheet. Rates and other info will self-populate.
	INVOICE SUBMITTED BY:	Thompson	
	DATE SUBMITTED:	1/5/2022	
	YEAR:	2022	

Sample Description:
 Prepare for and attend meeting with BPD North Division DC; prepare checklist for review of in-service training; meet with Ms. Williams re changes to compliance matrix; copied use of force reports; reviewed UNDF reports 1123454 and 1123455.

TIME

Month of	Day	Description	Hours	Rate	Total	Comments (Unbilled Time)	Unbilled Hours
December	1	Work on probable cause assessments (2.2); review communications updating status re: the community survey	2.4	\$ 475.00	\$ 1,140.00	Attention to vendor payments and work with Venable practice management re: same (.5); emails with BPD, DOJ and IUR re: community survey (.3)	0.7
December	2			\$ 475.00	\$ -		
December	3			\$ 475.00	\$ -		
December	4			\$ 475.00	\$ -		
December	5	Work on probably cause assessments (4.2); review BPD edits to the Second Comprehensive Reassessments (1.2)	5.4	\$ 475.00	\$ 2,565.00	Work on internal administrative issues; evaluate 2023 community engagement schedule	0.8
December	6	Work on probable cause arrest assessments (2.2); review materials re: officer wellness (.6)	2.8	\$ 475.00	\$ 1,330.00	Review communications re: Paragraph 97 resolutions; review hiring and retention materials, including current periodicals re: GVRS; begin working on organization of Monitoring Team's presentations for the January Public Hearing	1.2
December	7	Review Compliance Review Regarding Officer Assistance and Support (1.4); review 1st Amendment materials in preparation for conducting compliance assessments in this area (1.2)	2.6	\$ 475.00	\$ 1,235.00	Work on logistics for next month's public hearing and the monthly meeting	0.8
December	8	Continue reviewing 1st Amendment materials in preparation for conducting assessments (1.3); review behavioral crisis materials in preparation for paragraph 97 discussion (.6); review DOJ comments and edits to the 2nd	0.6	\$475.00	\$ 285.00	Work on administrative issues	1.2
December	9	Re-review sections of Draft Second Comprehensive Reassessment along with multiple comments from parties (1.1); review officer wellness materials (.7); review Sexual Assault Data Report (.8)	2.6	\$ 475.00	\$ 1,235.00	Prepare for and meet with S. Rosenthal to go over transition issues; work on logistics for next month's monthly meeting	2.2
December	10	Prepare sixth year monitoring plan	2	\$ 475.00	\$ 950.00		
December	11			\$ 475.00	\$ -		
December	12	Work on 1st Amendment assessments (2.3); prepare for and meet with M. Barge and S. Rosenthal to discuss the 6th Year Monitoring Plan (1.8)	4.1	\$ 475.00	\$ 1,947.50	Work on logistics for next month's monthly meeting; work on transition issues	1.3
December	13	Work on 1st Amendment Assessments, including multiple communications with G. Wasileski re: adjustments to the survey instrument (2.4); review latest edits to sections of The Second Comprehensive Reassessment Report (.7)	3.1	\$ 475.00	\$ 1,472.50		
December	14	Work on 6th Year Monitoring Plan (2.2); review materials re: expansion of categories in connection behavioral health dispatch calls (.4); work on 1st Amendment assessments, including multiple communications with G. Wasileski re: survey instrument (.5)	3.1	\$ 475.00	\$ 1,472.50	Work on logistics for next months status meeting with the court; work on community engagement schedule	0.7
December	15	Work on 6th Year Monitoring Plan (4.1); review CPIC Data Subcommittee notes (.1)	4.2	\$ 475.00	\$ 1,995.00	Work on logistics for the January monthly meeting and quarterly public hearing; review materials in connection with police intervention with youth	1.2

Name:

Weekly Log

September 17th - 28th ' 18

December	16	Continue working on Monitoring Plan and consult with R. DuPont and S. Rosenthal re: same	3.8	\$	475.00	\$	1,805.00	
December	17			\$	475.00	\$	-	
December	18			\$	475.00	\$	-	
December	19	Prepare for and meet with M. Barge and S. Rosenthal re: compliance score issues and in preparation for meeting with the parties re: same (.6); meet with the parties re: compliance score issues (.5); meet with members of the Monitoring Team to discuss and resolve issues with the 1st Amendment assessment instrument (1.2); review additional comments from R. Dupont re: Behavioral crisis issues and final draft of monitoring plan sent out to the parties (1.4)	3.7	\$	475.00	\$	1,757.50	Review budget request from Morgan State University re: continued work on community survey and discuss same with S. Rosenthal; conference with W. Watts re: community engagement schedule, going forward
December	20	Review multiple communications between the parties re: Paragraph 97 proposals (.2); review BPD Investigatory Stop policies in connection with Washington v State (.8); review assessment materials in connection with Officer Assistance (1.2)	2.2	\$	475.00	\$	1,045.00	Work on administrative issues
December	21	Review Washington v. State in connection with an analysis re: the impact on BPD Investigatory Stop policies (3.2); review Use of Force Report (2.1)	5.1	\$	475.00	\$	2,422.50	0.7
December	22	Review final version of section of the 2nd Comprehensive Reassessment	3.2	\$	475.00	\$	1,520.00	Work on administrative issues; work on logistics for upcoming Public Hearing including coordination with members of the monitoring team
December	23			\$	475.00	\$	-	0.6
December	24			\$	475.00	\$	-	
December	25			\$	475.00	\$	-	
December	26			\$	475.00	\$	-	
December	27	Work on 1st Amendment Arrest Assessments (1.3); re-review sections of the Use of Force Report (1.6); review communications re: the draft 6th Year Monitoring Plan (.7)	3.6	\$	475.00	\$	1,710.00	Work on administrative issues; work on responding to news media re: 2nd Comprehensive Reassessment Report including telephone conference with S. Rosenthal and M. Barge; work on logistics for monthly meeting
December	28	Review multiple communications between S. Rosenthal, M. Barge and G. Wasileski re: used of force data issues and provide comments re: same (.8); work on 1st Amendment Arrest Assessments (2.3)	3.1	\$	475.00	\$	1,472.50	Work on administrative issues
December	29	Work on 1st Amendment Arrest Assessments including review of survey instrument (1.3); re-review and analyze current edits to the 6th Year Monitoring Plan, including a review of open matters from the 5th Year Plan (2.1)	3.4	\$	475.00	\$	1,615.00	Continue to review multiple communications with M. Barge and S. Rosenthal re: use of force issues; meet with S. Rosenthal to review administrative issues
December	30			\$	475.00	\$	-	1.2
December	31			\$	475.00	\$	-	1.2
			61	\$	475.00	\$	28,975.00	16.9

Name:

Weekly Log

September 17th - 28th '18

EXPENSES

Date	Category		MEALS + INCIDENTALS		NON MEALS		Total
			Travel Day	Total Meal + Incidentals (per daily Guidelines cap of \$71 per day)	Non-Meal Description	Non-Meal Expense	
							\$ -
							\$ -
							\$ -
							\$ -
						TOTAL:	\$ -

Subtotal Time:	\$ 28,975.00
Subtotal Expenses:	\$ -
TOTAL:	\$ 28,975.00
Unbilled Hours	16.90

Your initials here signify that the charges on this invoice are accurate: INITIALS
SAR

Baltimore Consent Decree Monitor
750 E. Pratt, Ste 900
Baltimore, MD 21202

INSTRUCTIONS

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6. Do not forget to initial the box attesting to the accuracy of this statement before you submit it.
7. Do not hesitate to call Deputy Monitors Hassan Aden or Seth Rosenthal with any questions.

	INVOICE FOR MONTH OF:	<u>December</u>	Complete these four cells before starting spreadsheet. Rates and other info will self-populate.
	INVOICE SUBMITTED BY:	Bowman	
	DATE SUBMITTED:	1/30/2023	
	YEAR:	2023	

Sample Description:

Prepare for and attend meeting with BPD North Division DC; prepare checklist for review of in-service training; meet with Ms. Williams re changes to compliance matrix; copied use of force reports; reviewed UNDF reports 1123454 and 1123455.

TIME

Month of	Day	Description	Hours	Rate	Total	Comments (Unbilled Time)	Unbilled Hours
December	1			\$ 235.00	\$ -		
December	2			\$ 235.00	\$ -		
December	3			\$ 235.00	\$ -		
December	4			\$ 235.00	\$ -		
December	5			\$ 235.00	\$ -		
December	6			\$ 235.00	\$ -		
December	6			\$ 235.00	\$ -		
December	7			\$ 235.00	\$ -		
December	8	Reviewed and responded to 18 messages (Initial Submission: 1707, Early Intervention system, Activity in case 1:17-cv-00099-JKB United States of America v. Baltimore Police Department et al Scheduling Order, Arrests PC assessment for BPD, SWAT sUAS SOP Draft, Final Submission -Public Order Forces Curriculum, New Policy: 1745 - Equity Office, EC 2022 REPORT: COMPLIANCE REVIEW, Mostly complete draft of comprehensive reasssment)(2.0)	2	\$ 235.00	\$ 470.00		
December	9	BPD Pc cases review (4.0)	4	\$ 235.00	\$ 940.00		
December	10	BPD Pc cases review (8.0)	8	\$ 235.00	\$ 1,880.00		
December	11			\$ 235.00	\$ -		
December	12			\$ 235.00	\$ -		
December	13			\$ 235.00	\$ -		
December	14			\$ 235.00	\$ -		
December	15			\$ 235.00	\$ -		
December	16	Reviewed and responded to 11 messages (SWAT sUAS SOP Draft, Mostly complete draft of comprehensive reassessment, Final Submission - Public Order Forces Curriculum)	1	\$ 235.00	\$ 235.00		
December	17			\$ 235.00	\$ -		
December	18			\$ 235.00	\$ -		
December	19			\$ 235.00	\$ -		

December	20			\$	235.00	\$	-
December	21			\$	235.00	\$	-
December	22			\$	235.00	\$	-
December	23	Reviewed and responded to 16 messages (Draft 6th year Monitoring Plan, New MD Supreme Court decision (Yes, as of last week, the MD Court of Appeals is now the MD Suoreme Court), Line 17 SSA Data Progress Report, QUARTERLY PUBLIC HEARING/January 26th, 2023, Second Comprehensive Reassessment of BPD)	1.5	\$	235.00	\$	352.50
December	24			\$	235.00	\$	-
December	25			\$	235.00	\$	-
December	26			\$	235.00	\$	-
December	27			\$	235.00	\$	-
December	28	Reviewed and respomded to 4 messages (Draft 6th Year Monitoring Plan, Quarterly Public Hearing/January 26th, 2023, Line 17 SSA Data Progress Report).	0.5	\$	235.00	\$	117.50
December	29			\$	235.00	\$	-
December	30			\$	235.00		
December	31			\$	235.00	\$	-
			17		\$	3,995.00	0

Name:

Weekly Log

Baltimore Consent Decree Monitor 750 E. Pratt, Ste 900 Baltimore, MD 21202			INSTRUCTIONS 1. Complete the blue box to the left first. This will cause month and rate information to populate the spreadsheet. 2. Enter descriptions and hours in the "Time" portion of the matrix consistent with the "Sample Description" below. 3. You may not bill more than eight (8) hours in a day, even if you work more than eight (8) hours in a day, which you inevitably will. Leadership must authorize more than eight hours billed in a day, itemized, but will do so sparingly. All time above 8 hours in a day should be reflected as "unbilled." 4. You may NOT bill for time spent traveling to or from Baltimore or anywhere else. Travel time is non-reimbursable. 5. Please make sure all expenses meet the Guidelines listed in the Billing Guidelines tab. 6. Do not forget to initial the box attesting to the accuracy of this statement before you submit it. 7. Do not hesitate to call Deputy Monitors Hassan Aden or Seth Rosenthal with any questions.
	INVOICE FOR MONTH OF:	<u>December</u>	Complete these four cells before starting spreadsheet. Rates and other info will self-populate.
	INVOICE SUBMITTED BY:	Dupont	
	DATE SUBMITTED:	1/5/2023	
	YEAR:	2023	

Sample Description:
 Prepare for and attend meeting with BPD North Division DC; prepare checklist for review of in-service training; meet with Ms. Williams re changes to compliance matrix; copied use of force reports; reviewed UNDF reports 1123454 and 1123455.

TIME

Month of	Day	Description		Rate	Total	Comments (Unbilled Time)	Unbilled Hours
December	1			\$ 235.00	\$ -		
December	2			\$ 235.00	\$ -		
December	3			\$ 235.00	\$ -		
December	4			\$ 235.00	\$ -		
December	5			\$ 235.00	\$ -		
December	6			\$ 235.00	\$ -		
December	7			\$ 235.00	\$ -		
December	8	Baltimore City Community Meeting to discuss revisions to BPD Behavioral Health Policies.	1.5	\$ 235.00	\$ 352.50		
December	9	Behavioral Services Gap Analysis report formal feedback, technical writing	3	\$ 235.00	\$ 705.00		
December	10			\$ 235.00	\$ -		
December	11			\$ 235.00	\$ -		
December	12			\$ 235.00	\$ -		

Name:

Weekly Log

December	13		\$	235.00	\$	-			
December	14	Meeting with local advocacy leader to discuss Consent Decree progress, meeting with Department of Justice, City, BPD and BHSB to review Gap Analysis Implementation report on prgoess in implementing recommendations.	1.9	\$	235.00	\$	446.50	Discussion with Deputy Monitor (S. Rosenthal) on feedback on SemiAnnual Monitoring Team Report.	0.7
December	15	Initial development work on Behavioral Health deliverables for 6 Year Monitoring Plan	0.8	\$	235.00	\$	188.00	Discussion with Monitoring Team Member (M. Barge) on evaluation process for BPD/City Consent Decree compliance. Meeting with Monitor (K. Thompson) on evaluation plan progress	1.52
December	16		\$	235.00	\$	-	Discussion and written material for Monitor (K. Thompson) on 6th Annual Monitoring Plan regarding Dispatch and 911 Operator training.	0.84	
December	17		\$	235.00	\$	-			
December	18		\$	235.00	\$	-			
December	19	Discussion with Consent Decree parties on progress on Gap Analysis Implementation Plan report	1	\$	235.00	\$	235.00	Discussion with Deputy Monitor (S. Rosenthal) on SemiAnnual Monitoring Report.	0.7
December	20		\$	235.00	\$	-			
December	21	Meeting with City, DOJ, BHSB on Quarterly Data Report	0.5	\$	235.00	\$	117.50		
December	22		\$	235.00	\$	-			
December	23		\$	235.00	\$	-			
December	24		\$	235.00	\$	-			
December	25		\$	235.00	\$	-			
December	26		\$	235.00	\$	-			
December	27		\$	235.00	\$	-			
December	28		\$	235.00	\$	-			
December	29		\$	235.00	\$	-			
December	30		\$	235.00	\$	-			
December	31		\$	235.00	\$	-			
			8.7	\$	235.00	\$	2,044.50		3.8



UNIVERSITY OF TORONTO

INVOICE

HST Registration Number R108162330

Invoice Number	Invoice Date
G37-5138	December 9, 2022

Please quote this invoice number when referring to the invoice

TO: Baltimore Police Monitoring Team
Venable LLP
600 Massachusetts Ave, NW
Washington, DC
20001 USA

Attn: Seth Rosenthal
[SARosenthal@venable.com](mailto: SARosenthal@venable.com)

Please make cheque payable to the University of Toronto

Please remit payment and invoice copy to:
University of Toronto
 Research Oversight and Compliance Office
 2nd floor, McMurrich Building
 12 Queen's Park Crescent West
 Toronto, Ontario M5S 1S8 Canada
Attention: Marilou Barbero

For Services Rendered by the University of Toronto:		Phone No.	Client's Purchase Order No. or Reference No.
University Department of:	Research Accounting	(416) 978-2901	
	Prepared by: Marilou Barbero, Research Accountant		

Account No.:	Fund Centre	Fund	Customer No.
702000	207247	507269	313407

Principal Investigator: Professor Ron Levi
Research Project Title: Arrested Suspects Study in Baltimore

Sponsored Research and Collaboration Agreement -
First Amendment
amount due: 50% balance of funding, December 15, 2022

USD \$ 19,245.59

Instructions for Wire Transfers:

Beneficiary Name: The Governing Council of the University of Toronto
 Beneficiary Address: 215 Huron Street, Toronto, Ontario, Canada M5S 1A2
 Beneficiary Bank Account Number: 05-26010
 Institution Number: 010
 Branch Number: 00002

Bank: Canadian Imperial Bank of Commerce
 Bank Address: 199 Bay Street, Toronto, Ontario, Canada M5L 1G9
 SWIFT: CIBCCATT
 ABA/Routing Number: CC001000002

Reference Invoice No.: G37-5138

HST STATUS >	<input type="checkbox"/> Zero Rated	<input checked="" type="checkbox"/> Exempt	<input type="checkbox"/> Taxable	H.S.T. Amount	\$	-
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Payment is due in:	Canadian <input type="checkbox"/>	American <input checked="" type="checkbox"/>	funds upon receipt of this invoice.	USD \$	19,245.59
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From

21CP Solutions, LLC

332 S Michigan Ave.
 Suite 1032 – T615
 Chicago, IL 60604-4434
 (844) 767-2127

Invoice ID **Baltimore Monitor December 2022 Invoice**
 Issue Date 01/24/2023
 Due Date 02/23/2023 (Net 30)

Invoice For **Baltimore City Consent Decree: Monitoring Team**
 Baltimore Consent Decree Monitor
 750 E. Pratt, Suite 900
 Baltimore, MD 21202

Item Type	Description	Quantity	Unit Price	Amount
Service	BPD July 2022 - June 2023 Budget Year: Aden Hassan (12/01/2022 - 12/31/2022)	28.20	\$235.00	\$6,627.00
Service	BPD July 2022 - June 2023 Budget Year: Barge Matthew (12/01/2022 - 12/31/2022)	21.90	\$235.00	\$5,146.50
Service	BPD July 2022 - June 2023 Budget Year: Christine Cole (12/01/2022 - 12/31/2022)	4.10	\$235.00	\$963.50
Service	BPD July 2022 - June 2023 Budget Year: CJI - Wasileski Gabriela (12/01/2022 - 12/31/2022)	13.50	\$235.00	\$3,172.50
Service	BPD July 2022 - June 2023 Budget Year: CJI - Zafft Katie (12/01/2022 - 12/31/2022)	20.50	\$235.00	\$4,817.50
Service	BPD July 2022 - June 2023 Budget Year: Drake Jessica Admin Hours (12/01/2022 - 12/31/2022)	5.20	\$37.50	\$195.00
Service	BPD July 2022 - June 2023 Budget Year: Drake Jessica Community Engagement (12/01/2022 - 12/31/2022)	3.20	\$235.00	\$752.00
Service	BPD July 2022 - June 2023 Budget Year: Eve Gushes (12/01/2022 - 12/31/2022)	3.00	\$235.00	\$705.00
Service	BPD July 2022 - June 2023 Budget Year: Joyce Nola (12/01/2022 - 12/31/2022)	8.70	\$235.00	\$2,044.50
Service	BPD July 2022 - June 2023 Budget Year: Meares Tracey (12/01/2022 - 12/31/2022)	9.10	\$235.00	\$2,138.50

Service	BPD July 2022 - June 2023 Budget Year: Ramsey Charles (12/01/2022 - 12/31/2022)	8.80	\$235.00	\$2,068.00
Service	BPD July 2022 - June 2023 Budget Year: Sue Rahr (12/01/2022 - 12/31/2022)	2.00	\$235.00	\$470.00
Service	BPD July 2022 - June 2023 Budget Year: Terri Wilfong (12/01/2022 - 12/31/2022)	25.00	\$235.00	\$5,875.00
Service	BPD July 2022 - June 2023 Budget Year: Tyeesha Dixon (12/01/2022 - 12/31/2022)	1.00	\$235.00	\$235.00
Service	BPD July 2022 - June 2023 Budget Year: Villaseñor Roberto (12/01/2022 - 12/31/2022)	19.50	\$235.00	\$4,582.50

Amount Due \$39,792.50

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **29.50 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
0.00 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Aden Hassan**

Date	Client	Project	Roles	Person	Hours
Associate Consultant Professional Fees					28.20
12/01/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	4.00
Participated in Compstat/Crimes meeting. Continued work on LOAs and assignments for MT members in accordance with the monitoring plan and anticipated assessments and audits. Logistics to attend In-Service Training in person next week. Call with K. Thompson re: CD related matters and upcoming MT activities and personnel assignments. Email and correspondence re: CD related matters.					
12/08/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	3.00
Participated in the weekly CompStat/Crimes Meeting. Review of the CRB's 2022 Q3 data report and approved it for filing. Email and correspondence.					
12/09/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	2.00
Call with new MT members, logistics for credentialing new MT members. Email and correspondence with MT leadership to set up onboarding and training for new MT members. Email and correspondence re new compliance definitions to include "Full and Effective" and "Sustained" compliance categories.					
12/10/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	0.50
Email and correspondence with MT leadership re: compliance matters and assessments. Setting up priority meetings re: urgent CD related matters.					
12/15/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	1.50
Review of 2022 Monitoring Plan to review deadlines and the deliverables that have been accomplished in 2022 and the ones that must be included in the 2023 plan. Logistics for a call with S. Rosenthal to finish drafting the Monitoring Plan to include PIB priorities for 2023. Email and correspondence.					
12/16/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	1.30
Total					29.50

Date	Client	Project	Roles	Person	Hours
	Call with T. Dixon re CIT and other CD related matters. Call with S. Sullivan re CD related matters and logistics for an upcoming meeting. Email and correspondence.				
12/19/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	3.00
	Zoom with S. Rosenthal re: 6th year Monitoring Plan sections (Misconduct and Discipline). Call with K. Thompson, M. Barge and S. Rosenthal re: full and effective compliance terminology as proposed by parties. Email, correspondence and logistics for IA Pro access and tutorial for new MT members. Review of the full Year 6 MT Plan as sent to the parties. General CD related email and correspondence.				
12/20/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	4.00
	PIB case review call with the parties. Call(s) with new MT members to discuss logistics, assignments, responsibilities and other functions of the MT. Call with DC Nadeau and S. Manik re: several PIB deliverables for inclusion in the 6th Year Monitoring Plan Call with BPD CDIU leadership re: credentialing of new MT members to include CJIS access for MT members that have already been background checked and credentialed in other agencies. General email and correspondence.				
12/21/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	3.00
	Review of the last three assessment memos (UF, Training and Officer Assistance). Project management and associated email and correspondence. Call with K. Thompson re CD related matters and priorities.				
12/22/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	1.30
	Email and correspondence. Reviewed Q2 Misconduct Report. Addressed CJIS timeline issues for new MT members.				
12/29/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	2.30
	Participated in Compstat and Crimes meeting. Email and correspondence with MT members re CJIS and the credentialing process. CD related email and correspondence.				
12/30/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	0.80
	Email and correspondence re: upcoming meeting focusing on the 6th Year monitoring plan. Review of several corresponding CD paragraphs.				
12/31/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	1.50
	Review of several 6th Year Monitoring Plan areas to be discussed in a meeting on January 6. Email and correspondence with K. Thompson re: areas of focus for discussion on January 6. Email and correspondence with BPD CDIU re CJIS certifications for new MT members.				
	Pro Bono Hours				1.30
12/06/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	0.50
				Total	29.50

Date	Client	Project	Roles	Person	Hours
Email and correspondence. Review of several project management documents.					
12/27/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Aden Hassan	0.80
Email and correspondence. Project management.					
Total					29.50

Detailed time report

21CP Solutions, LLC

Timeframe	12/01/2022 – 12/31/2022	1 Client	Baltimore City Consent Decree: Monitoring Team
Total	24.30 Hours	1 Project	BPD July 2022 - June 2023 Budget Year
	0.00 Uninvoiced billable hours	Tasks	All tasks
		1 Team	Barge Matthew

Date	Client	Project	Roles	Person	Hours
Partner Professional Fees					21.90
12/01/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.20
Various email communications w/ K. Zafft, N. Joyce, S. Rosenthal re: sexual assault investigation assessment report; w/ S. Smoot, N. Joyce, M. Goodrich, T. Bowman re: BPD EIS submission; w/ H. Aden, J. Drake re: outcome assessment staffing, project management.					
12/02/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.80
Conference call, email communications w/ K. Zafft, N. Joyce re: sexual assault investigation report; email communications w/ B. Aguirre, N. Porter re: same.					
12/05/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	2.00
Participate in conference call w/ BPD, DOJ, MT re: sexual assault investigation outcome assessment; email communications w/ K. Zafft, N. Joyce re: same; debrief w/ N. Joyce re: same. Various email communications w/ C. Cole re: recruitment, hiring, and retention outcome assessment; w/ BPD, DOJ, MT re: training.					
12/06/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.80
Various email communications w/ C. Cole re: recruitment, hiring, and retention outcome assessment, w/ S. Rosenthal re: use of force assessment; w/ N. Joyce, A. Munch, K. Zafft re: sexual assault investigation assessment. Participate in weekly conference call w/ BPD, DOJ, MT re: training.					
12/07/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.80
Various email communications w/ BPD, MT re: PRB policy, use of force assessment. Participate in monthly IT/EIS update conference call.					
12/08/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.60
Conference call w/ C. Cole re: recruitment, hiring, and retention assessment. Various email communications w/ S. Rosenthal, R. Villaseñor re: use of force assessment, semiannual report.					

Total 24.30

Date	Client	Project	Roles	Person	Hours
12/09/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	3.90
	Revise and edit use of force compliance review and outcome assessment; email communications w/ G. Wasileski, S. Rosenthal re: same. Various email communications w/ MT re: outcome assessments, project management, new MT member on-boarding, sexual assault investigations assessment, monitoring plan. Draft sixth-year monitoring plan outcome assessment timeline.				
12/10/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.10
	Various email communications w/ S. Rosenthal, K. Thompson, H. Aden re: monitoring plan, use of force assessment.				
12/12/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	1.20
	Conference call w/ K. Thompson, S. Rosenthal re: monitoring plan, outcome assessments. Various email communications w/ MT assessment team re: project management, various outcome assessment topics.				
12/13/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	4.40
	Revise and edit use of force assessment report; various email communications w/ G. Wasileski, S. Rosenthal re: same. Various emails w/ MT outcome assessment personnel re: project management topics. Participate in weekly conference call re: training. Participate in bi-weekly MT meeting re: outcome assessments. Revise and edit community policing assessment methodology; email communications w/ N. Joyce, C. Ramsey, J. Drake re: same.				
12/14/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.70
	Revise and edit sexual assault investigation production spreadsheet; email communications w/ BPD, DOJ, MT re: sexual assault investigation assessment. Various email communications w/ BPD, DOJ, MT re: community policing outcome assessment methodology, outcome assessment logistics/project management, use of force outcome assessment.				
12/19/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	1.50
	Revise and edit use of force assessment; email communications w/ S. Rosenthal re: same. Conference call w/ K. Thompson, S. Rosenthal, H. Aden re: compliance methodology topics. Conference call w/ DOJ, R. Villaseñor re: training topics. Participate in conference call w/ BPD, DOJ, MT re: compliance methodology, definitions. Various email communications w/ BPD, DOJ, MT re: use of force assessment.				
12/20/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	3.20
	Conference call w/ H. Aden, K. Zafft, E. Gushes, T. Dixon, C. Cole re: outcome assessments. Conference call w/ J. Smith, S. Rosenthal, H. Aden, K. Zafft re: outcome assessments. Various email communications w/ outcome assessment teams re: project management. Participate in weekly conference call re: outcome assessments w/ G. Wasileski, S. Rosenthal, K. Zafft. Conference call w/ M. Krafchik, G. Wasileski, S. Sullivan re: use of force data analysis.				
12/21/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.90

Total 24.30

Date	Client	Project	Roles	Person	Hours
	Revise use of force assessment; email communications w/ S. Rosenthal, G. Wasileski re: same.				
12/27/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.80
	Conference call w/ K. Thompson, S. Rosenthal re: use of force assessment; draft and circulate email re: same.				
Pro Bono Hours					2.40
12/15/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	1.30
	Conference call w/ R. Dupont re: crisis intervention outcome assessment. Email communications w/ S. Rosenthal re: use of force assessment.				
12/16/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.40
	Conference call w/ S. Rosenthal re: semi-annual report, use of force assessment, sexual assault investigation assessment.				
12/28/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.50
	Various email communications w/ S. Rosenthal, K. Thompson re: use of force assessment.				
12/29/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Barge Matthew	0.20
	Various email communications w/ S. Rosenthal, K. Thompson, H. Aden, G. Wasileski re: use of force assessment, First Amendment assessment.				
Total					24.30

Detailed time report

21CP Solutions, LLC

Timeframe	12/01/2022 – 12/31/2022	1 Client	Baltimore City Consent Decree: Monitoring Team
Total	34.00 Hours	1 Project	BPD July 2022 - June 2023 Budget Year
	0.00 Uninvoiced billable hours	Tasks	All tasks
		2 Team	CJI - Wasileski Gabriela, CJI - Zafft Katie

Date	Client	Project	Task	Roles	Hours
CJI - Wasileski Gabriela					13.50
12/05/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	4.00
Applying weights to the UOF sample.					
12/13/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	1.00
BPD Monitoring Assessment Team check-in.					
12/19/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	1.50
Meeting with reviewers discussing 1st Amendment test assessment.					
12/20/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	2.00
UoF data selection for 1st Amendment assessment, data cleaning and coordination with BPD.					
12/21/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	3.00
1st Amendment Survey Instrument updates/edits, disorderly conduct arrests assignment for the review, coordination for the 1st Amendment Assessment with the reviewers and BPD.					
12/28/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	2.00
1st amendment assessment - coordination with BPD and reviewers - access to Arrest Viewer walk through					
CJI - Zafft Katie					20.50

Total 34.00

Date	Client	Project	Task	Roles	Hours
12/02/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	3.00
Assemble and combine comments on sexual assault draft report from all parties. Call with monitoring team leads regarding strategy for response to BPD comments on draft report findings.					
12/03/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	2.00
Develop dataset of contested case numbers with BPD comment and reviewer comment on sexual assault assessment. Determine case nominations for re-assessment.					
12/05/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	2.00
Drafting edits to the sexual assault draft report, developing a trend in assessment scores, and data analysis to break out sample in pre/post Nov-Dec. 2020.					
	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	1.00
Call with all parties regarding sexual assault draft report and findings.					
	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	1.00
Sexual assault assessment analysis of cases to re-assess and initial draft language for outcome assessment revision.					
12/13/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	1.00
Meeting with MT outcome assessment group. overview of active assessment progress.					
12/17/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	3.00
PC arrest assessment case reviews.					
12/19/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	1.00
1st amendment arrest assessment call with other reviewers to discuss test cases.					
12/20/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	1.00
Onboarding new MT members.					
	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	0.50
Onboarding MT member Smith					

Total 34.00

Date	Client	Project	Task	Roles	Hours
	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	0.50
Outcome assessment call with MT to discuss status of active assessments.					
12/22/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	3.00
PC Arrest Assessment case review					
12/29/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	1.50
Arrest case review for PC assessment.					
Total					34.00

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **5.40 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
0.00 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Christine Cole**

Date	Client	Project	Roles	Person	Hours
Associate Consultant Professional Fees					3.90
12/05/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Christine Cole	0.20
Note to Matthew with plan, next steps, and calendaring.					
12/08/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Christine Cole	1.00
Zoom with Matthew on Recruitment, Hiring, Retention assessment and follow-up email to BPD on data and process.					
12/13/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Christine Cole	0.80
Join meeting with Assessment Team led by Matthew.					
12/15/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Christine Cole	0.80
Creating candidate application review instrument in Alchemer.com.					
12/19/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Christine Cole	0.40
Call with Freddie on recruitment assessment. Follow -up email on same to Matthew.					
12/19/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Christine Cole	0.70
Work on Alchemer.com to complete the recruitment assessment.					
Pro Bono Hours					1.30
Total					5.40

Date	Client	Project	Roles	Person	Hours
12/20/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Christine Cole	1.30
	Participate in MT onboarding meeting via zoom.				
Recruitment Assessment					0.20
12/20/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Christine Cole	0.20
	Email to parties with draft for input/sign off.				
				Total	5.40

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **8.40 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
8.40 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Drake Jessica**

Date	Client	Project	Roles	Person	Hours
Administrative Costs					5.20
12/06/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Drake Jessica	0.50
Website updates with OSW Assessment Report.					
12/13/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Drake Jessica	1.50
Emails for new consultants.					
12/16/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Drake Jessica	1.20
New emails for onboarded assessment contractors.					
12/29/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Drake Jessica	2.00
Website updates for NLS					
Associate Consultant Professional Fees					3.20
12/02/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Drake Jessica	1.00
Community Outreach Check in with Parties					
12/15/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Drake Jessica	0.70
Monthly CDIU and Neighborhood Liaison call					
12/27/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Drake Jessica	1.50
Total					8.40

Date	Client	Project	Roles	Person	Hours	
CE Standing Call, emails and follow ups					Total	8.40

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **3.00 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
0.00 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Eve Gushes**

Date	Client	Project	Roles	Person	Hours
Associate Consultant Professional Fees					3.00
12/20/2022	Baltimore City Consent Decree: Monitoring Team Baltimore Monitoring On-Boarding.	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Eve Gushes	1.00
12/26/2022	Baltimore City Consent Decree: Monitoring Team Baltimore Use of Force Assessment document reading.	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Eve Gushes	1.00
12/28/2022	Baltimore City Consent Decree: Monitoring Team Review BPD Use of Force Assessment document in preparation for beginning to conduct assessments.	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Eve Gushes	1.00
				Total	3.00

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **8.70 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
0.00 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Joyce Nola**

Date	Client	Project	Roles	Person	Hours
Partner Professional Fees					8.70
12/01/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Joyce Nola	1.90
Research and respond to Seth's question for Semi-Annual Report and review NCO SOP.					
12/05/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Joyce Nola	1.80
Discussion with parties about the sexual assault assessment report and follow-up internal meeting.					
12/05/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Joyce Nola	0.40
Call with parties about staffing.					
12/06/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Joyce Nola	1.80
Review and comment on parties' comments on SA Assessment Report.					
12/07/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Joyce Nola	2.30
Complete review of parties comments on the SA Assessment Report and develop a spread sheet for BPD to review cases.					
12/09/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Joyce Nola	0.50
Review and comment on policy 322.					
Total					8.70

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **9.10 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
0.00 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Meares Tracey**

Date	Client	Project	Roles	Person	Hours
First Amendment Protected Activities Assessment					9.10
12/11/2022	Baltimore City Consent Decree: Monitoring Team First Amendment Review	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Meares Tracey	1.30
12/14/2022	Baltimore City Consent Decree: Monitoring Team First Amendment Review	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Meares Tracey	1.00
12/16/2022	Baltimore City Consent Decree: Monitoring Team First Amendment Review	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Meares Tracey	1.30
12/18/2022	Baltimore City Consent Decree: Monitoring Team First Amendment Review	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Meares Tracey	1.00
12/19/2022	Baltimore City Consent Decree: Monitoring Team BPD call on First Amendment Review instrument	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Meares Tracey	1.50
12/28/2022	Baltimore City Consent Decree: Monitoring Team First Amendment Review	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Meares Tracey	1.00
12/29/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Meares Tracey	2.00
Total					9.10

Date	Client	Project	Roles	Person	Hours
First Amendment Review					
Total					9.10

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **8.80 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
0.00 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Ramsey Charles**

Date	Client	Project	Roles	Person	Hours
Partner Professional Fees					8.80
12/02/2022	Baltimore City Consent Decree: Monitoring Team Conference call with Commissioner Harrison.	BPD July 2022 - June 2023 Budget Year	Partner	Ramsey Charles	1.00
12/09/2022	Baltimore City Consent Decree: Monitoring Team Review draft assessment.	BPD July 2022 - June 2023 Budget Year	Partner	Ramsey Charles	2.00
12/13/2022	Baltimore City Consent Decree: Monitoring Team Review revised BPD CP Assessment methodology.	BPD July 2022 - June 2023 Budget Year	Partner	Ramsey Charles	1.00
12/14/2022	Baltimore City Consent Decree: Monitoring Team Review and comment recent draft assessment.	BPD July 2022 - June 2023 Budget Year	Partner	Ramsey Charles	1.30
12/19/2022	Baltimore City Consent Decree: Monitoring Team Review draft of 6th year monitoring plan with comments.	BPD July 2022 - June 2023 Budget Year	Partner	Ramsey Charles	2.50
12/23/2022	Baltimore City Consent Decree: Monitoring Team Review and comment revised CP Methodology	BPD July 2022 - June 2023 Budget Year	Partner	Ramsey Charles	1.00
Total					8.80

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **2.00 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
0.00 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Sue Rahr**

Date	Client	Project	Roles	Person	Hours
Associate Consultant Professional Fees					2.00
12/19/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Sue Rahr	1.00
Reviewed quarterly report for Dec. 20 meeting					
12/20/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Senior Advisor	Sue Rahr	1.00
Bi-Weekly meeting					
Total					2.00

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **25.00 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
0.00 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Terri Wilfong**

Date	Client	Project	Roles	Person	Hours
Arrests Assessment					5.40
12/01/2022	Baltimore City Consent Decree: Monitoring Team 8210100898 SID 1498786 review for probable cause.	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	1.50
	Baltimore City Consent Decree: Monitoring Team 7210606958 SID 4792799 review for probable cause.	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	1.00
12/02/2022	Baltimore City Consent Decree: Monitoring Team 9210103112 SID 2935187 review for probable cause.	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	1.50
12/03/2022	Baltimore City Consent Decree: Monitoring Team 7210606958 SID 4792799 review for probable cause.	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	1.40
First Amendment Protected Activities Assessment					19.60
12/16/2022	Baltimore City Consent Decree: Monitoring Team 7210708705/ 2 different SID #'s 2 arrest made 3868797 & 3181607	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	5.00
12/19/2022	Baltimore City Consent Decree: Monitoring Team Zoom call discussing test cases reviews of team for 1st Amendment.	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	1.30
12/26/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	1.50


Total 25.00

Date	Client	Project	Roles	Person	Hours
	9-200502325	Trespass			
12/27/2022	Baltimore City Consent Decree: Monitoring Team 8-200402484 Common Assault, Disorderly 2 arrests	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	2.00
12/28/2022	Baltimore City Consent Decree: Monitoring Team 2-200801712, 9-200603718. Training and access to BPD Terminal and access apps.	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	5.00
12/29/2022	Baltimore City Consent Decree: Monitoring Team 5-200800847, 7200701013	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	2.00
12/30/2022	Baltimore City Consent Decree: Monitoring Team 9-200202716	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	1.30
12/31/2022	Baltimore City Consent Decree: Monitoring Team 2-200507271	BPD July 2022 - June 2023 Budget Year	Associate Consultant	Terri Wilfong	1.50
				Total	25.00

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **1.00 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
0.00 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Tyeesha Dixon**

Date	Client	Project	Task	Roles	Hours
	Tyeesha Dixon				1.00
12/20/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Associate Consultant Professional Fees	Associate Consultant	1.00
	 Attended monitoring team new member on-boarding meeting.				
Total					1.00

Detailed time report

21CP Solutions, LLC

Timeframe **12/01/2022 – 12/31/2022** 1 Client **Baltimore City Consent Decree: Monitoring Team**
Total **21.80 Hours** 1 **BPD July 2022 - June 2023 Budget Year**
0.00 Uninvoiced billable hours Project
Tasks **All tasks**
1 Team **Villaseñor Roberto**

Date	Client	Project	Roles	Person	Hours
Partner Professional Fees					19.50
12/01/2022	Baltimore City Consent Decree: Monitoring Team Compstat meeting.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	1.90
12/06/2022	Baltimore City Consent Decree: Monitoring Team Training call.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	0.70
12/07/2022	Baltimore City Consent Decree: Monitoring Team PRB Audit / Policy review for PRB Policy 724 / respond to emails.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	3.00
12/08/2022	Baltimore City Consent Decree: Monitoring Team CompStat meeting.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	2.20
12/09/2022	Baltimore City Consent Decree: Monitoring Team Review and approve Policy 1202.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	0.40
12/13/2022	Baltimore City Consent Decree: Monitoring Team Training call and PC Assessments.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	3.20
12/16/2022	Baltimore City Consent Decree: Monitoring Team	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	1.20
Total					21.80

Date	Client	Project	Roles	Person	Hours
	PC assessments.				
12/19/2022	Baltimore City Consent Decree: Monitoring Team Call with DOJ about training. PC assessments.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	2.50
12/21/2022	Baltimore City Consent Decree: Monitoring Team PRB Attendance/Reviews.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	1.20
12/22/2022	Baltimore City Consent Decree: Monitoring Team Prepare for and participate in monthly transport call.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	0.90
12/29/2022	Baltimore City Consent Decree: Monitoring Team Comstat	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	2.30
Pro Bono Hours					2.30
12/04/2022	Baltimore City Consent Decree: Monitoring Team Various emails and reading.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	1.50
12/11/2022	Baltimore City Consent Decree: Monitoring Team Various emails and reading.	BPD July 2022 - June 2023 Budget Year	Partner	Villaseñor Roberto	0.80
					Total 21.80