



## DEPARTMENT OF HUMAN RESOURCES

### CITY OF CHICAGO

September 27, 2017

Sam Stecklow  
Invisible Institute  
6100 South Blackstone Avenue  
Chicago, Illinois 60637  
[foia@invisibleinstitute.com](mailto:foia@invisibleinstitute.com)

Dear Mr. Stecklow:

This letter is in response to your Freedom of Information Act ("FOIA") request received by the Department of Human Resources ("DHR") on September 13, 2017. On September 20, 2017 we requested an extension and we are now timely responding to your request seeking:

- *information for every sworn member of the Chicago Police Department, year-by-year from January 1, 2000 to the date the data is released:*
  - *Last name*
  - *First name*
  - *Middle name or initial*
  - *Gender*
  - *Age at hire*
  - *Title*
  - *Start Date (9161)*
  - *SPP*
  - *Org Hire*
  - *Salary for reported year*
  - *Pay grade name*
  - *Employee status*
  - *Appointed date*
- *I also request definitions for the following column name headers:*
  - *Age at hire (specifically, what "hire" means—when the officer enters probationary training? When they are appointed?)*
  - *Start date (the start of training? The start date of being a sworn officer?)*
  - *SPP*
  - *Org Hire*

In response to your request for the name, gender, age at hire, title, start date (9161), SPP, Org Hire, salary, pay grade, and employee status of every sworn member of CPD from 2002-2017 please see the attached spreadsheets.

In regards to your request for information from January 1, 2000 please note that the City switched to a new system in 2002 and therefore we are currently only able to provide electronic data starting in 2002. The FOIA provides in 5 ILCS 140/3(g) that requests for all records falling within a category shall be complied with unless compliance with the request would be unduly burdensome for the complying public body and there is no way to narrow the request and the burden on the public body outweighs the public interest in the information. In order to provide data from 2000, DHR employees would have to go through thousands of microfiche files to find all employees who worked in the Chicago Police Department in 2000. This dedication of staff and/or resources is unduly burdensome on the daily operations of the Department of Human Resources.

Similarly, under 5 ILCS 140/3(g), we are unable to provide you the appointed date of each officer as to do so would be unduly burdensome. The appointed date is not electronically tracked in our system and therefore in order to provide you the appointed date for each sworn member of the Chicago Police Department from 2002 to the present, DHR employees would have to pull the work history and personnel file of every single sworn member listed on the attached spreadsheets. There are 13,840 individuals listed on the 2002 spreadsheet alone and it takes our staff approximately 15-20 minutes to pull an employee's work history and complete personnel file. That would amount to 3,460 to 4,613 hours just for the year 2002. This dedication of staff and/or resources is unduly burdensome on the daily operations of the Department of Human Resources.

In regards to your request for the definitions of the column name headers, please note that the Freedom of Information Act ("FOIA") requires the City to produce documents. See 5 ILCS 140/3(a) ("Each public body shall make available to any person for inspection or copying all public records, except as otherwise provided in section 7 of this Act."). FOIA does not require the public body to provide answers to questions or create documents. In fact, 5 ILCS 140/3.3 provides that FOIA "is not intended to compel public bodies to interpret or advise requesters as to the meaning or significance of the public records." In Kenyon v. Garrels, 184 Ill. App. 3d 28 (4<sup>th</sup> Dist. 1989), the Illinois Appellate Court noted that FOIA "does not compel the agency to provide answers to questions posed by the inquirer."

As a courtesy to you, I can inform you that age at hire means the age the individual was when they started employment with the City. A police officer is considered an employee of the City of Chicago the day they enter the Police Academy. Start date (9161) is the day an individual began as a Police Officer, by entering the Police Academy. SPP stands for start date in present position. Org Hire stands for the first date an individual started employment in any department within the City of Chicago.

To the extent that you consider this a denial of your FOIA request, you have a right of review by the Illinois Attorney General's Public Access Counselor, who can be contacted at 500 S. Second

St., Springfield, IL 62706 or by telephone at (217) 558-0486. You may also seek judicial review of a denial under 5 ILCS 140/11 of FOIA.

Sincerely,

A handwritten signature in blue ink that reads "Michelle Levar". The signature is written in a cursive, flowing style.

Michelle Levar  
Policy Analyst  
City of Chicago Department of Human Resources