



The City of
LANSING
City Council

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April 1, 2021

Mr. Steven R. Harry
3125 Tecumseh River Rd.
Lansing, MI 48906
517.703.2638
stevenrharry@gmail.com

RE: FOIA Request #21-304

Mr. Harry,

In reviewing your Freedom of Information Act (FOIA) request #21-304, it is my recommendation to partially deny, while partially granting your request.

The facts stated in the initial Grant Deny Letter are correct. There is not a document that contains all of the information you requested related to every employee in the City. The FOIA Coordinator based efforts to locate such a report on the 2011 report that you specifically included in your request as a template. The report that was attached contained wage and salary information for every City employee for calendar year 2020 and was the nearest report that could be run with the current software solutions in the possession of the City. We inquired as to whether the additional data requested – department, job title, union affiliation, pay rate, final leave payment, hire date, and termination date – could be added to the report that was provided. The response was that it would require manually creating a new document, at considerable time and expense. This was why the statutory provision that creating a “compilation of information or new public record” is not required.

Nonetheless, in an effort to provide potentially useful information to a requestor, we have run a separate report from a separate system containing most of the additional information for current employees, specifically: department, job title, bargaining unit (union affiliation), pay rate, longevity date (hire date). It also includes unrequested information regarding position description, level, and level description, but does not have final leave payment or termination date. This report is attached. However, a significant limitation for this report is that it is a “live” report every time it is run and does not contain full historical information for a full year going back. The provision of this new report, although not technically responsive, is the basis for the recommendation to partially grant and partially deny the appeal.

After a review of the relevant details, it is my decision, as the City Council President, to partially grant and partially deny your appeal.

If you choose to pursue this through the Circuit Court and if the Court determines that records have been arbitrarily and capriciously denied or redacted, please be aware there may be actual or compensatory damages, punitive damages (in the amount \$1,000.00), reasonable attorney fees, costs and disbursements.

Sincerely

Peter Spadafore
City Council President