



#327: Inside Illinois' Most Comprehensive Database of Public Salaries

Date Nov 27th, 2018

Sponsor: ChiHackNight Community

Website: chihacknight.org

Hosts: Emily & ClaireEmily and Claire

Welcome to Chi Hack Night!

Find this **agenda** at chihacknight.org — next to the RSVP and details button

Join our [Slack](#) channel: <http://slackme.chihacknight.org> (Many groups use this to communicate.

Download it now and get ahead of the curve!)

Thank you to our sponsor **ChiHackNight Community** for the Empanadas!

Everyone can edit this. RIGHT NOW.

Tonight's agenda:

6:00 pm Eating and socializing

6:15 pm Welcome, house rules & three-word introductions (welcome, first-timers!)

6:30 pm Announcements

6:45 pm Presentation

7:20 pm [Breakout group pitches](#)

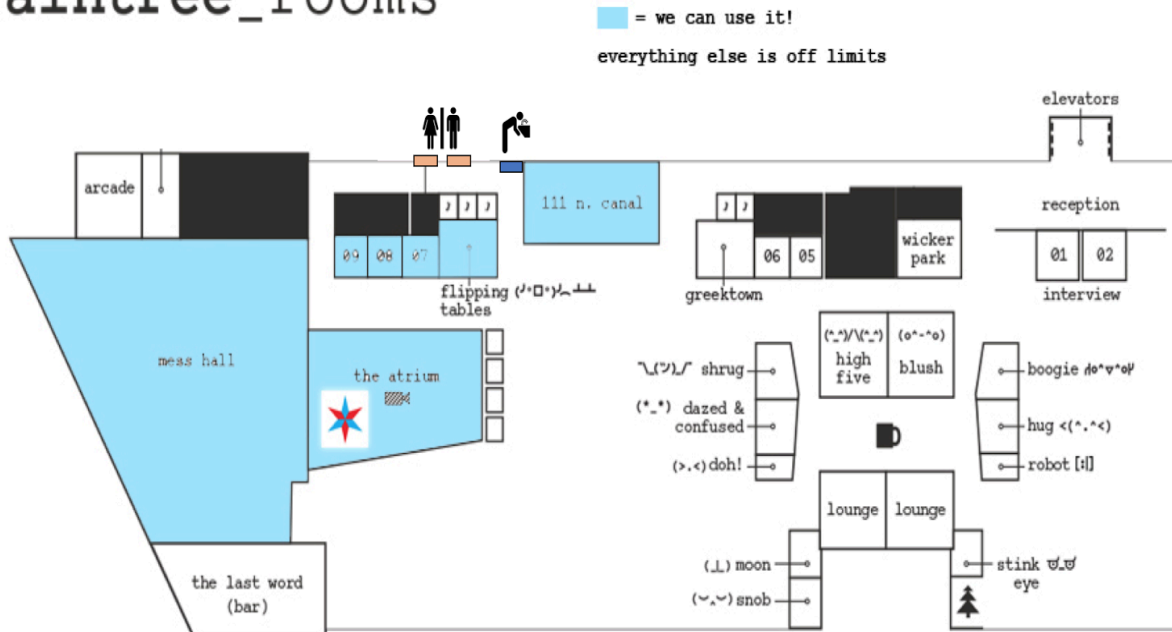
7:30 pm Break into groups and hack

9:30 pm Pack up and leave

Food, drink, and the Braintree office:

- Food: Food is in the cafeteria. Please don't take too much! *define too much
- Drink: You can take up to 2 non-alcoholic drinks from the 'everyone' refrigerator (If you see any food near the drinks you're reaching for, you're in the wrong fridge)
- Braintree space: The rooms in **Blue** [see map below the fold] we are welcome to use. Everything else is off limits please! **Please do not disable or disconnect anything in the Braintree rooms.** If you need help, ask one of the Braintree staff.

Braintree_rooms



Apps, wifi, and social media:

- Wifi: PayPalGuest / SafePayments (on the whiteboard to the right of these screens)
- Join our [Slack](http://slackme.chihacknight.org) channel: <http://slackme.chihacknight.org> (Many groups use this to communicate. Download it now and get ahead of the curve!)
- [Twitter](#): share using the **#chihacknight** hashtag. Follow us [@chihacknight](#)
- [Facebook](#): we got a page! You can like us there.
- [Instagram](#): share using the **#chihacknight** hashtag. Follow us [@chihacknight](#)
- Subscribe to our newsletter! Get the latest and greatest in Chi Hack Night news & updates by checking out our weekly newsletter. Sign up [here](#).
- Left something at Chi Hack Night? Email chicagooffice@getbraintree.com
- **JOTW for you at bottom***

Be nice:

- Please keep announcements, job postings, breakout pitches less than 30 seconds
- Please read our [Code of Conduct](#)
- P.S. Are you interested in co-hosting? Ask in the Slack channel **#co-hosts**

Introductions

- Introduce yourself.
- Keep it to 3 words.
- Warm welcome to the newcomers!

Announcements

*Keep announcements under 30 seconds and put your name next to it in parentheses.
There are sections for general announcements, events, and jobs.*

General Announcements

Chi Hack Night is incorporating as a non-profit!

In December 2018, Chi Hack Night will incorporate as an independent, membership-driven 501(c)3 non-profit organization. We will invite attendees to become voting members and elect who will serve on our Board of Directors. And on December 11th, we will hold a town hall feedback session about these changes at Chi Hack Night.

Donate to Chi Hack Night!

We still have to **raise about \$1,500** to keep Chi Hack Night going for the rest of the year. Our event will always be free and accessible to all but we need your help to keep it going!

Ways you can donate:

- When you register on Eventbrite: <https://chihacknight.eventbrite.com/>
- On Venmo: <https://venmo.com/chihacknight>
- Cash (give it to Derek Eder, Emily Drevets or Katie O'Shea)

  **Bonus!** Donate \$100 or more and get a Chi Hack Night swag pack! It includes a Chi Hack Night t-shirt, coffee mug and 4 Chi Hack Night stickers! If you have donated \$100 or more and have not gotten your swag, talk to the co-hosts!

Chicago Municipal Election

On **Feb 26th, 2019**, Chicago will hold a municipal election to elect a new **Mayor** and members of the **City Council**.

Uptake.org Data Fellows program -- Applications for cohort 5 due **Dec 5**

The Uptake.org Data Fellows program is a six-month fellowship designed to connect data professionals at non-profits, foundations, and social enterprises to experts in data science and data security. At social sector organizations, there's often only one "data treperson" responsible for managing the organization's data. At Uptake.org, we aim to change that. We provide data-for-good professionals with the tools and community they need to solve big problems in the social sector. Our Data Fellows program now has two tracks: **Data Science** and **Data Security**. [Apply here.](#)

University of Chicago Winter Client Application -- Applications (informal) due Dec 7

The University of Chicago's TechTeam is a nonprofit made up of talented students who care about civic tech! We work with community organizations, nonprofits, and local governments to create useful and effective digital tools. We've scraped data, built websites, developed APIs, created searchable maps, made apps, conducted awesome data analyses, and more. You can see some of our past projects [here](#). The best part? It's free!

We're looking for projects for our winter quarter (January-March). Email our client chair, Nikki Kothari at nkothari@uchicago.com, or [contact us](#) through our website (www.uchicagotechteam.com) if you have a project you want our students to work on. We're flexible and will work with you to come up with something that fits your needs.

Any other general announcements?

Events

Upcoming Chi Hack Nights

Chi Hack Night is booked out several months in advance. Here's what we have planned coming up! Remember that RSVP is mandatory, so [sign up for these dates in advance!](#)

- 12/4/2018 Open Hack
- 12/11/2018 Chi Hack Night - We're Becoming A Non Profit!
- 12/18/2018 HOLIDAY PARTY!
- **12/25/2018 - NO HACK NIGHT - Winter Holiday**
- **1/1/2018 - NO HACK NIGHT - Winter Holiday**

Logan Hack Night Dates (Wednesdays):

- December 19th - FOIA workshop!

Other Events

First AI Startup Weekend in North America Taking Place in Chicago rescheduled for sometime in December- check back later.

Interested participants can learn more and sign up online by Googling "TechStars Startup Weekend Chicago" or here:

<http://communities.techstars.com/usa/chicago/startup-weekend/13282>.

Own Your Expertise Workshop Held on Saturday, December 1st, from 9:00am - 5:00pm, at DevMynd (2035 W. Wabansia). This is an action-oriented, all-day workshop for women and non-binary coders, customized to empower you as a leader in tech. Want to learn how to own your expertise and present yourself and your accomplishments with

confidence? Convert your expertise into thought leadership, conference speaking, and open source contributing. The workshop will help you think more expansively about your knowledge and experience, laying the foundation for you to become a writer, conference speaker, and open source contributor. Will have breakfast, lunch, snacks, and childcare! Get your ticket here: <https://ti.to/write-speak-code/oye-2018-chi>

Chicago City Data Users Group - OEMC GIS Data!

[Wednesday, December 5th at 6:00PM - Microsoft Innovation & Policy Center Chicago](#)

The [Office of Emergency Management and Communications](#) provides residents of Chicago with prompt and reliable 911 service for police, fire, and emergency medical services and coordinates major emergency response. Their enormous and important charter is to manage incidents, coordinate events, operate communications systems, and provide technology, among other forms of support, to protect lives and property in the City of Chicago. And central to all of this is geospatial data. Join us as we welcome Joe Kezon, GIS Manager for the City of Chicago's Office of Emergency Management and Communications on December 5th, while enjoying pizza.

Any other events? Check out the #events channel in Chi Hack Night Slack! Join:

slackme.chihacknight.org

Jobs :)

Post your civic technology, government, research & journalism jobs here! Job postings will carry over to next week.

BRAINTREE IS ALWAYS HIRING! We have open positions posted on our Careers page from across our business, technical, and operations groups. Come join us! Come host ChiHackNight from inside Braintree. All this and more!! <https://www.braintreepayments.com/careers#jobs>

(Note from Ray: Now is a great time to apply. Apply now!)

CityBase is hiring! We're looking to fill a variety of engineering roles. Check out those and other job descriptions below:

<https://thecitybase.com/careers/>

Civis Analytics is hiring! We started off as the 2012 Obama re-election Analytics team and have now expanded into other industries. We provide data science consulting to companies and build awesome data science software. We are hiring Data Scientists, Software Engineers, Product People, Biz Dev, and more! Check out our website [here](#) and our jobs page [here](#).

HERE Technologies is hiring DevOps engineers. I will post more data as soon as I get to my computer. :)

Loveland Technologies is [hiring a General Manager](#). We have painstakingly assembled our own 137 million parcel dataset covering 95% of US residents. You will be responsible for managing a team of twelve, managing our product roadmap, and growing the business. Remote OK, strong compensation, profit sharing, six weeks of vacation, and health insurance contributions.

mRelief is Hiring!

mRelief provides an easy-to-use platform on web, SMS and voice for Americans to sign up for SNAP. Our mission is to restore dignity by transforming access to social services. To date we have helped more than 260,000 families connect to social services and unlocked \$44 Million in SNAP benefits as of June 2018.

- mRelief.com/jobs
- Financial Operations Manager
- Software Developer
- Search Engine Marketing Intern

Edovo is hiring! At Edovo, our mission is to help everyone connected to incarceration build better lives. We've created a secure digital platform to expand education behind bars, reduce recidivism and to support the vocational, rehabilitation and communication needs of the 2.2 million people in jails and prisons. Our team is committed to supporting opportunities for justice-involved people. We're looking for a [Senior Software Engineer](#), [Quality Assurance Analysts](#), and a [DevOps Engineer](#) in Chicago.

Arturo.ai is hiring. For all you data scientists, machine learning experts, geospatial nerds...We do machine learning on satellite imagery. Message Danny Leavitt on slack or at [linkedin.com/in/dannyleavitt](https://www.linkedin.com/in/dannyleavitt). We also have DevOps positions for AWS experts, python & AWS engineers, React folks, or any incredibly talented tech folks. Start a conversation with me!

Any other jobs? Check out the #jobs channel in Chi Hack Night Slack! Join:
slackme.chihacknight.org

Presentation Notes

Help us take notes and share relevant links during the presentation! Check out old presentations on the [Chi Hack Night YouTube channel](#).

Presentation link: <http://bit.ly/ChiHackNightBGADDataMade>

- BGA (Better Government Association) has created this database since 2012
- Went all across the state FOIA-ing for govt. salary details
- Was a good research tool, but wanted to give more context
 - “This is how much this gov body spends on salary. This is compared to other likeminded or like-sized bodies”
- Went and retroactively asked how much was paid in base time, overtime
- See an increase of officers making more money
- Broaden the context on that
- FOIA-ed 900 agencies across IL
- A lot of info you’d find on data portal, but wouldn’t have been able to find it for some downstate communities
- The database is here: <https://salary.bettergov.org/>
- Essentially this is managed in a Gmail account
 - Asking for list of employees and total compensation (last name, first name, middle name or initial, suffix, title, dept., annual base salary, extra pay, and a few more fields)
- IL Public Salaries database is open source all the way down -- Django App, PostgreSQL, and
- Highest paid employee in city of Chicago in 2017: Ginger S. Evans, Commissioner of Aviation (has since left that job)
- Can search people from the homepage
- Highest paid department: Chicago Police Department
- Can also get the data behind the agency
- There are plans to add 200,000 more records and 120 more agencies worth of data
- Presentation link: <http://bit.ly/ChiHackNightBGADDataMade>

Presentation Questions

*Please add your questions here. Hosts will select questions from here. If you see a question place a * by it, and it’ll get moved higher up the chain.*

Example:

*“Q: What do you get when Chewbacca spills chocolate on himself?”****

A: A chocolate chip wookiee!!!!

1. You mentioned the request includes “extra pay.” Is that data broken out into smaller categories, so you can see bonuses vs. overtime (for example)?
 - a. It isn't on the display broken down into multiple, but if it came in the response, it would have it. Larger employers have it. Fire depts have Rule 9 or something -- multiple pay-grades for what they're doing (sweeping the floor, driving the engine, staying up 48 hours). Raw data lets you look at more granular info.
2. Did any agencies include contractors' pay?
3. When responses came in a less structured format (e.g., PDFs), how did you extract the relevant data?
4. Pensions
 - a. Totally different dataset, but we're tracking it too. We have the pre-version on the site right now. That's our next thing.
 - b. There's a lot of potential for pensions and the way we have it. Tier 2, Tier 3 pensions -- will it make a difference in a few years? Will be able to correlate salary to annuitance.
5. Statistics of rejected/success rates on FOIA?
 - a. Responded within legal 10-day period: 60%
 - i. Some gave an excuse
 - b. Filled all but 3 of the FOIA requests -- one went to court and was settled, two more court
 - c. Jared calls every day to hound people
 - d. No deletions, no reason for any of this to be held back for exemptions -- you just have to push, push, push
6. How did you combine all that data into that database?
 - a. Mostly R, doing a lot on back end
 - b. Then Jared sends to DataMade
 - c. This round had a little more to validate dates -- spin things out, get those fixed
 - d. Import script takes flat files and formats them into these models powering views
7. How much time to clean that data?
 - a. 3-4 months and an army of grad students
 - b. Work with IRE (based out of Mizzou)
 - c. One agency in southern Illinois handwrites this data, and it has to be typed into a spreadsheet
8. Privacy with salary -- how do you do risk analysis to make sure there's no harm for ppl and families? (particularly with the raw data)
 - a. Got 3-4 responses where they provided home phone number, address, SSN, salary, etc.
 - b. Jared cleaned stuff up to have non-identifying info
 - c. Try to stress context

- d. Not letting Google index pages of those getting less than \$30k
- e. Earnings are one aspect of who you are. Doesn't prevent ppl from looking for specific person. Can't really specifically look for someone in vulnerable position
- 9. Do you account for non-monetary benefits?
 - a. We try to remove the health, pension, other benefits not accounted for in the paycheck
 - b. Wanted to make it how people view your take-home pay
 - c. Easier way to make apples-to-apples comparison
- 10. Have govt agencies reacted to this data? To any race or gender disparities?
 - a. There hasn't been that
 - b. But this is the first step in finding out things like that
 - c. Hope it will be used by us, other agencies, universities -- want to empower people with this info
 - d. Can we sort by gender or race?
 - i. No gender or race data in what we have
 - ii. It would have to be joined
 - iii. You can take the data, take it to Cook Co, and figure it out yourself
- 11. Discrepancies in terms of part time, full time?
 - a. It's anyone who makes any money
 - b. Contractors tend to be on different scale
 - c. Chicago keeps that info
 - d. Specialty employees kept specific for certain departments
 - e. We try to fact check this as best we can -- we go back, look for mistakes
 - f. Encourage people to let us know about any mistakes they see

Breakout Groups

How to contribute to open source

Slides: <https://upt.ac/f439421e>