

Message History (3)

✉ On 3/5/2025 9:17:24 AM, Alexandra Ysme wrote to jabril gushiniere (jabril_gushiniere@yahoo.com):

From: Cook County Sheriff's Office
(cookcountysheriff@govqa.us)
To: jabril gushiniere (jabril_gushiniere@yahoo.com)
Message Id: 442462
Message Status: Delivered

Subject: [Records Center] FOIA Request :: R069786-022725

Body:

RE: PUBLIC RECORDS REQUEST of February 27, 2025, Reference # R069786-022725.

Dear jabril gushiniere,

Thank you for contacting the Cook County Sheriff's Office ("CCSO") pursuant to the Illinois Freedom of Information Act ("FOIA"), 5 ILCS 140/1 et seq. (2012).

Your request mentioned:

Pursuant to the Illinois Freedom of Information Act (5 ILCS 140), I am formally requesting the following records from the Cook County Sheriff's Office regarding the Cook County Department of Corrections (CCDOC):

1. Organizational Leadership:

- A comprehensive list of all individuals currently holding the title of "Director" or any equivalent senior leadership position within the Cook County Department of Corrections.***
- Each director's full name, title, and the division, unit, or department they oversee.***

2. Federal Funding:

- Detailed documentation regarding any and all federal funding received by the Cook County Department of Corrections over the past five (5) fiscal years.***
- Specific allocations of these federal funds, including but not limited to:***
- The total amount of federal funding received annually.***
- A breakdown of how these funds were distributed (e.g., personnel, operational costs, infrastructure, programming, training, medical services, etc.).***
- Copies of any reports submitted to federal agencies regarding the use of these funds.***
- Any memoranda of understanding, agreements, or correspondence between the Cook County Sheriff's Office and federal agencies related to funding.***

Please provide these records in electronic format where possible. If any portion of this request is denied, please cite the specific exemption(s) under 5 ILCS 140 that justify the refusal and provide a written explanation. Additionally, I request a detailed index of any withheld or redacted documents, including the legal basis for such actions.

As this request is made in the public interest, I request a waiver of all fees associated with the production of these records. If any fees are anticipated, please provide an itemized cost estimate before processing the

request.

Pursuant to FOIA's statutory deadlines, I expect a response within five (5) business days. If an extension is necessary, please notify me in writing with the specific reasons for the delay.

Thank you for your time and cooperation. Please confirm receipt of this request and direct all correspondence regarding this matter to my contact information above.

The Cook County Sheriff has reviewed its files and has located responsive records to your request regarding organizational leadership.

[FOIA Request - R069786-022725](#)

Just to clarify, there are federal grants that passes through the state? Are you seeking information for direct federal funding or federal funding that passes through the state? Please advise. In regards to federal funding, if you are requesting information for COVID funding, please refer to the Cook County Government at :

Cook County Office of the President
ATTN: Legal Department
Laura Lechowicz Felicione
Special Legal Counsel and FOIA Officer
118 N. Clark Street, Room 1018
Chicago, IL 60602

OR

Cook County Office of the President
ATTN: Legal Department
Rachel Dailey
FOIA Officer
118 N. Clark Street, Room 1018
Chicago, IL 60602

Please be advised that at this time the CCSO asks that you narrow your request regarding federal funding as compliance would be overly broad and unduly burdensome, pursuant to 5 ILCS 140/3(g). There responsive records are over 331 pages, which would take approximately one day to review, redact, and confer with DOC and the budget director. We would like to extend you the opportunity to confer with our office in order to reduce your request to manageable proportions. Please respond with a narrowed response, such as by (NARROWING TIME PERIOD, SCOPE, ETC.), or provide a time you are available to conference call with

our office in order to discuss your request.

If you have any questions, or wish to discuss this further, please contact me.

Sincerely,

Alexandra Ysme
Cook County Sheriff's Office
FOIA Officer/Legal Department

DATA DISCLAIMER:

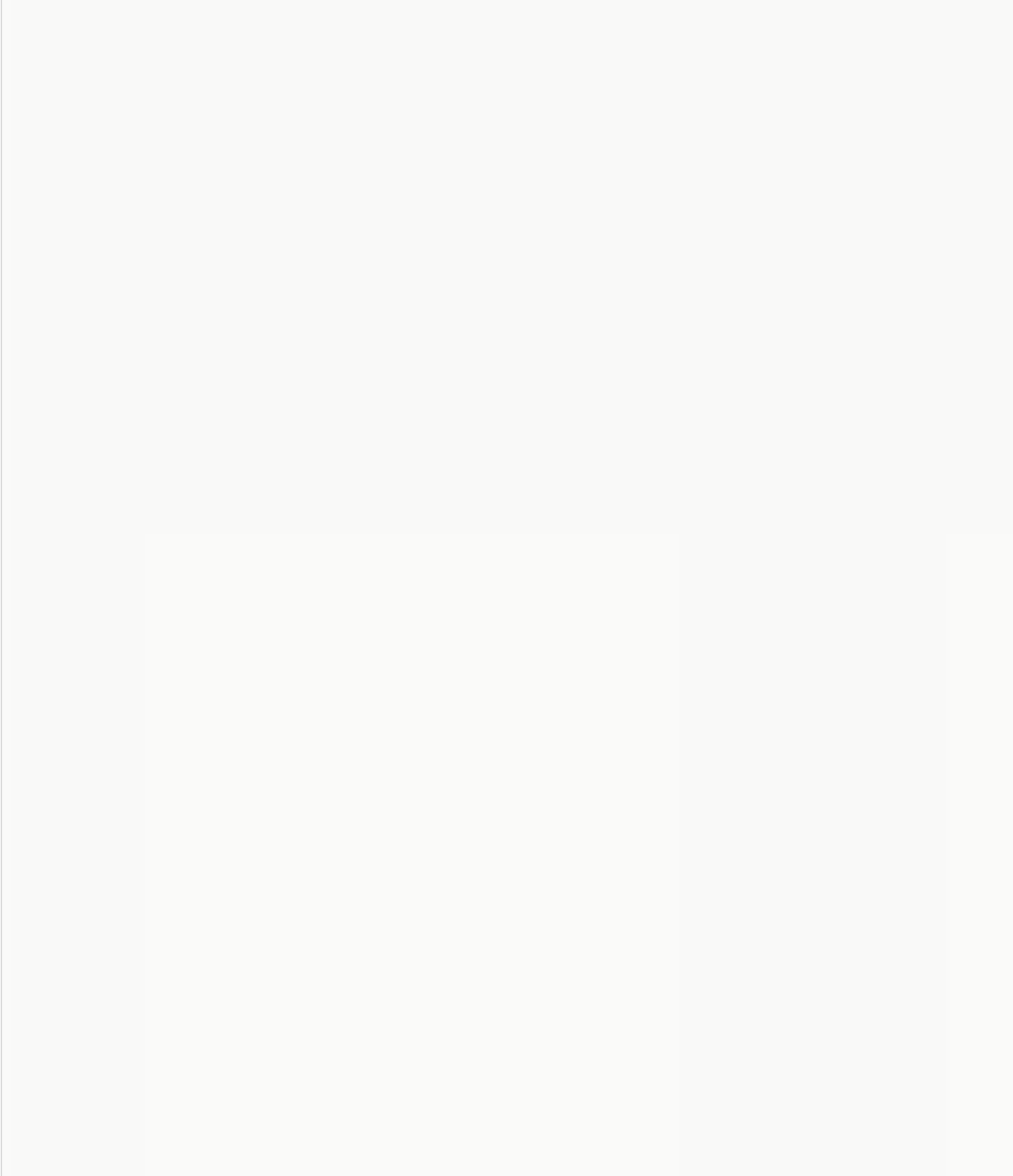
The CCSO strives to provide accurate and complete information. Although the data provided has been produced and processed from sources believed to be reliable, no warranty is made regarding the accuracy, adequacy, completeness, legality, reliability or usefulness of any information. This disclaimer applies to both isolated and aggregate uses of the information.

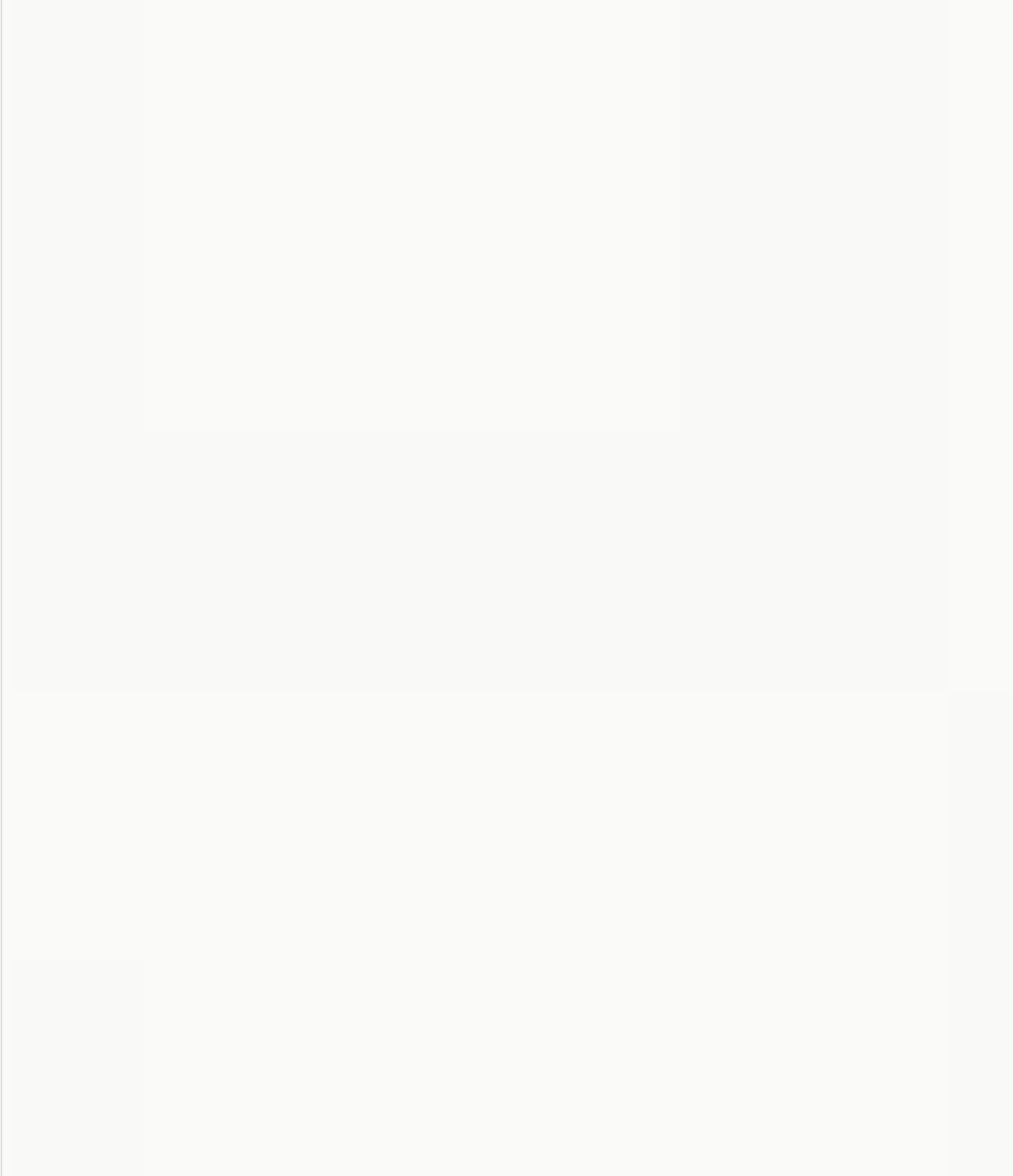
NOT REQUIRED TO INTERPRET OR EXPLAIN:

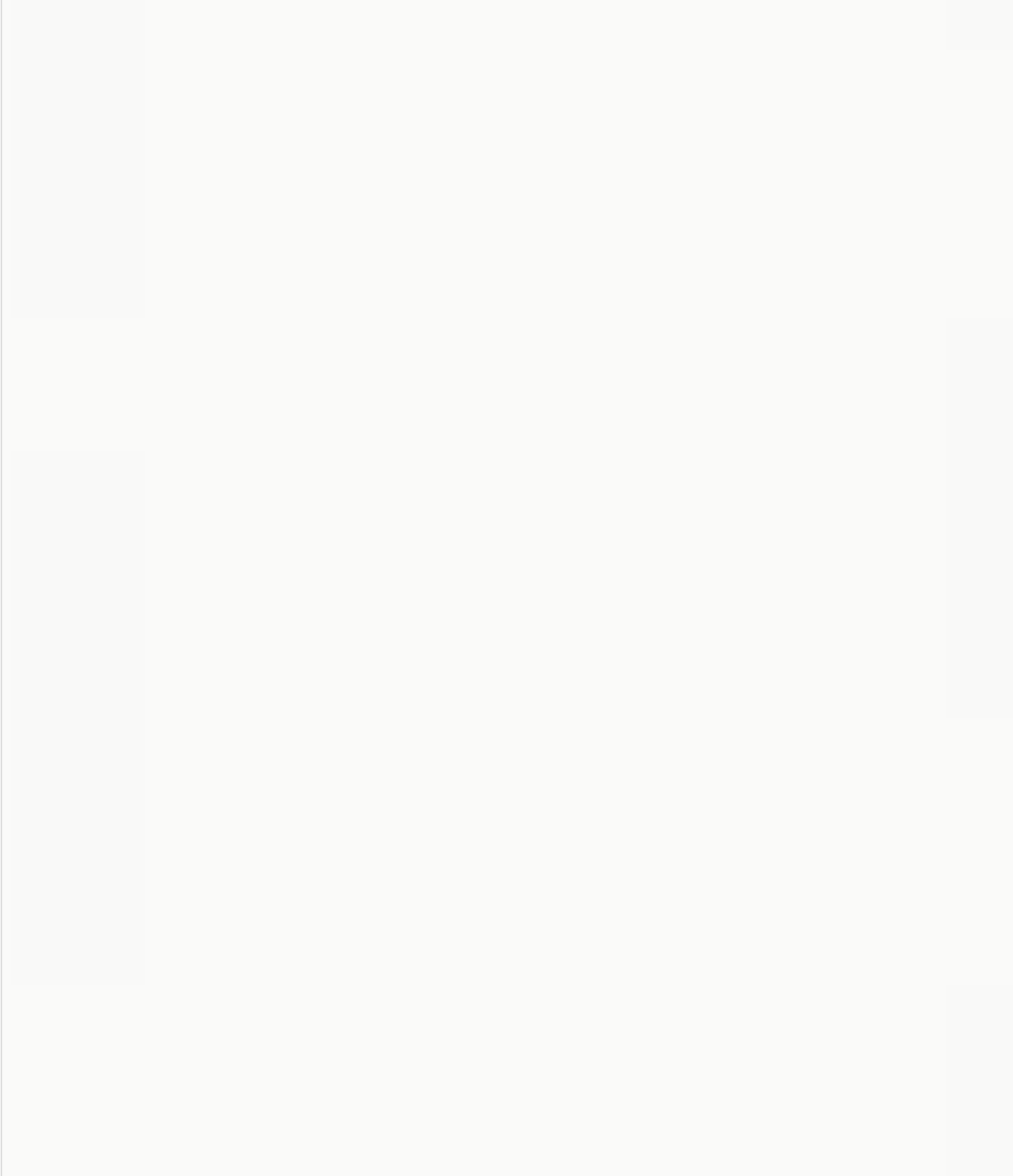
Please be advised that, pursuant to 5 ILCS 140/3.3, the purpose of FOIA is not to compel public bodies to interpret or advise requesters as to the meaning or significance of the public records, nor to compel a response to interrogatories.

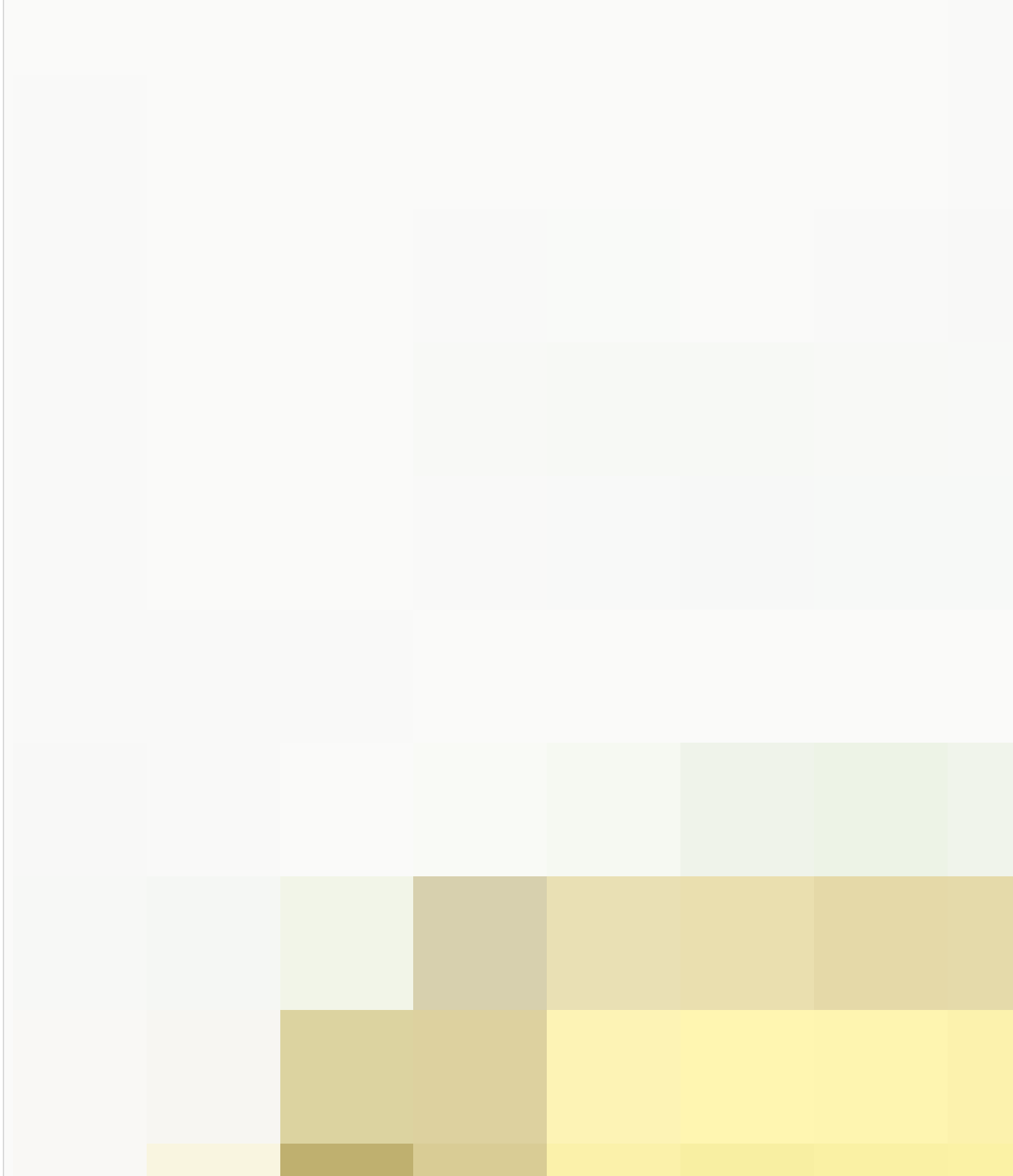
✉ On 2/27/2025 3:22:17 PM, System Generated Message to
jabril_gushiniere@yahoo.com:

From:	System Generated Message
To:	jabril_gushiniere@yahoo.com
Subject:	FOIA Request :: R069786-022725
Message Id:	440989
Message Status:	Opened

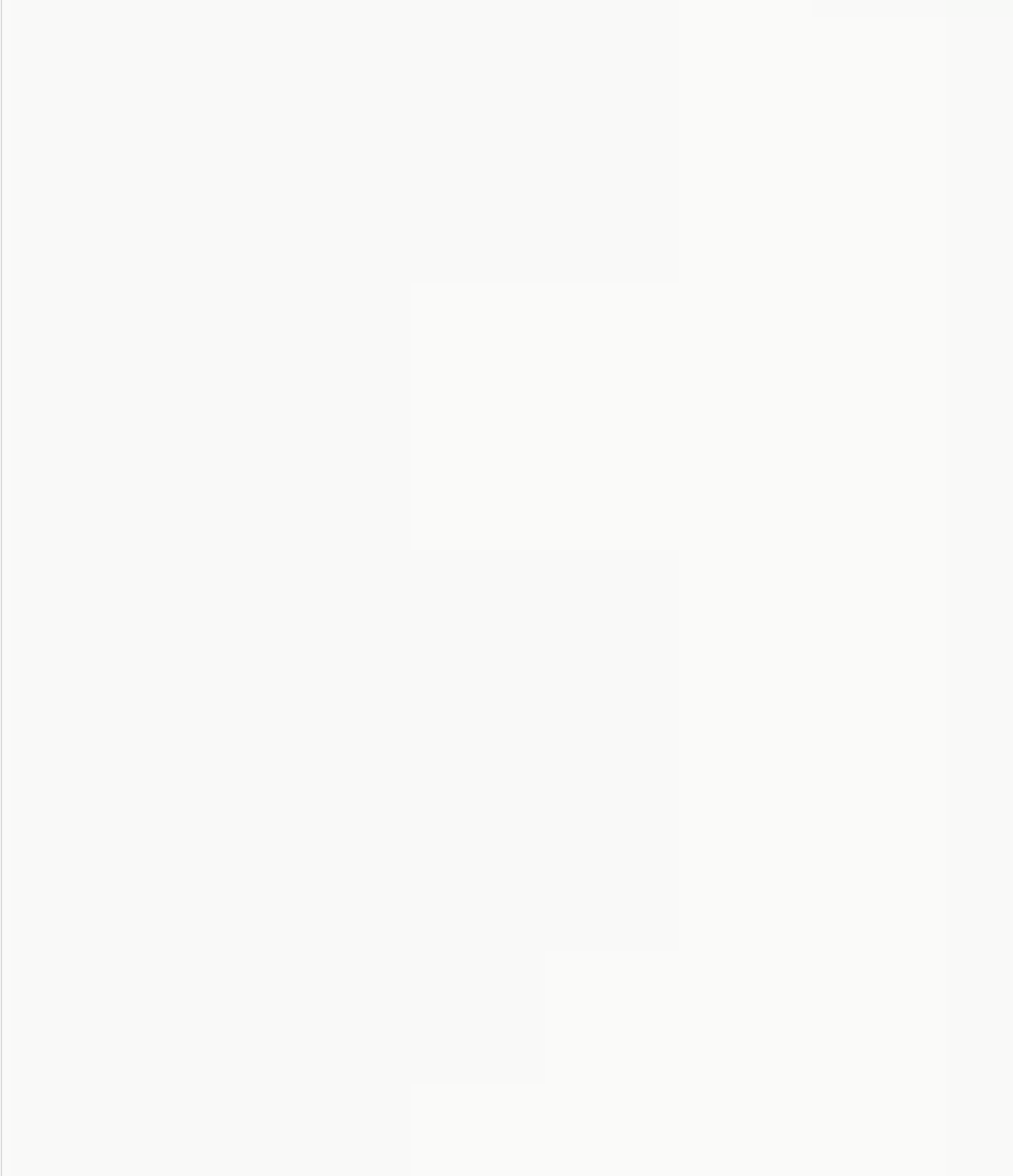




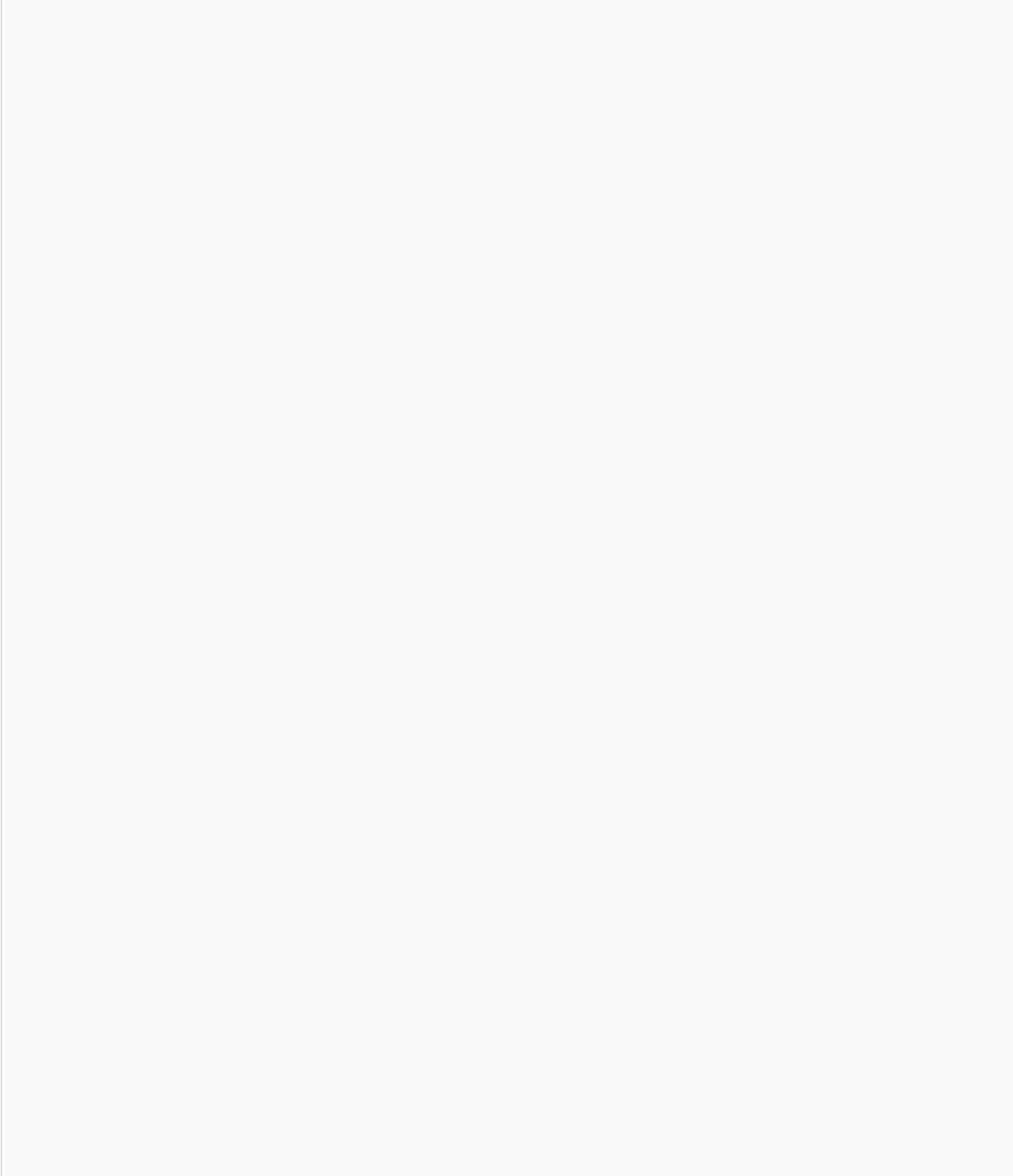




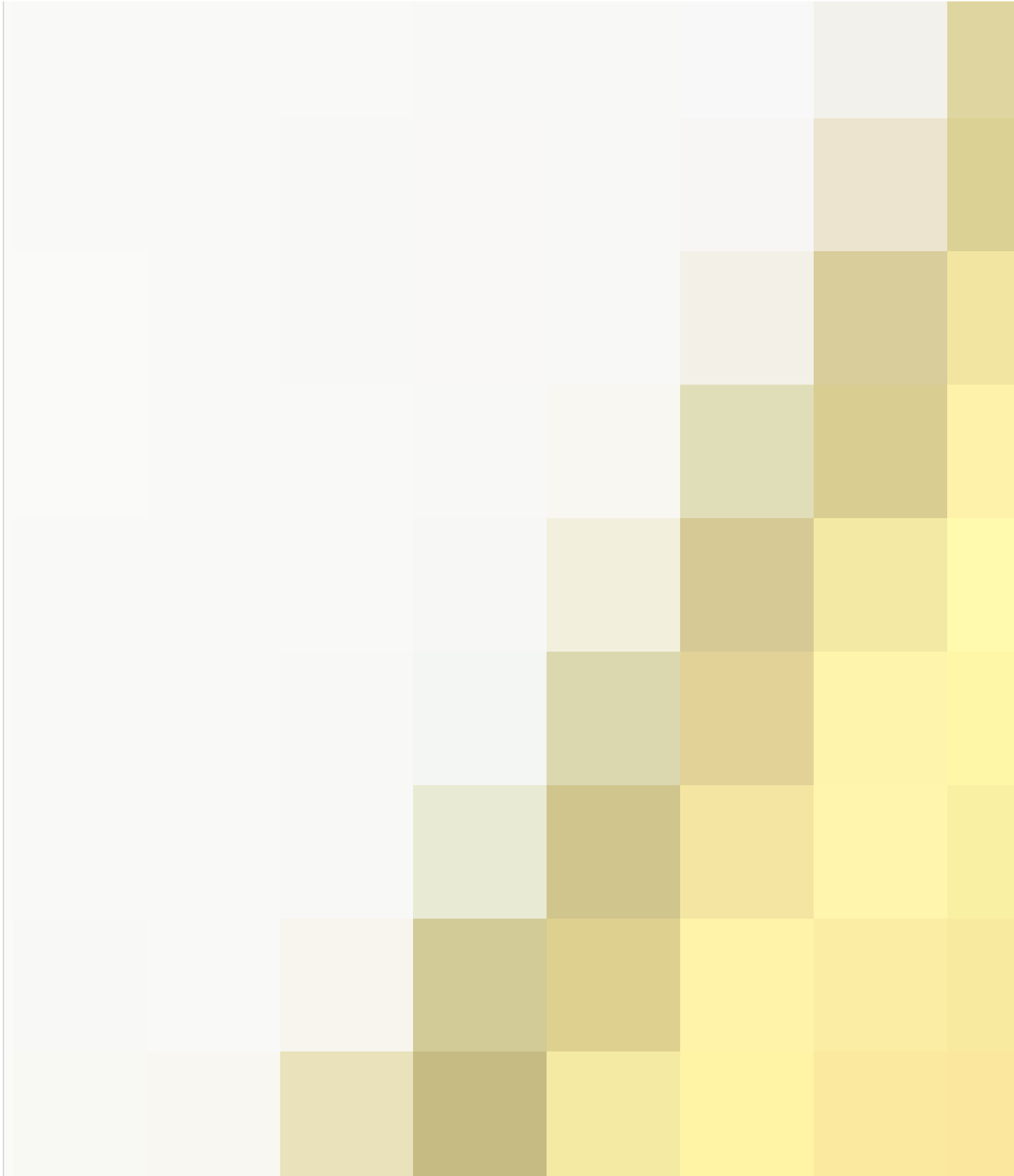


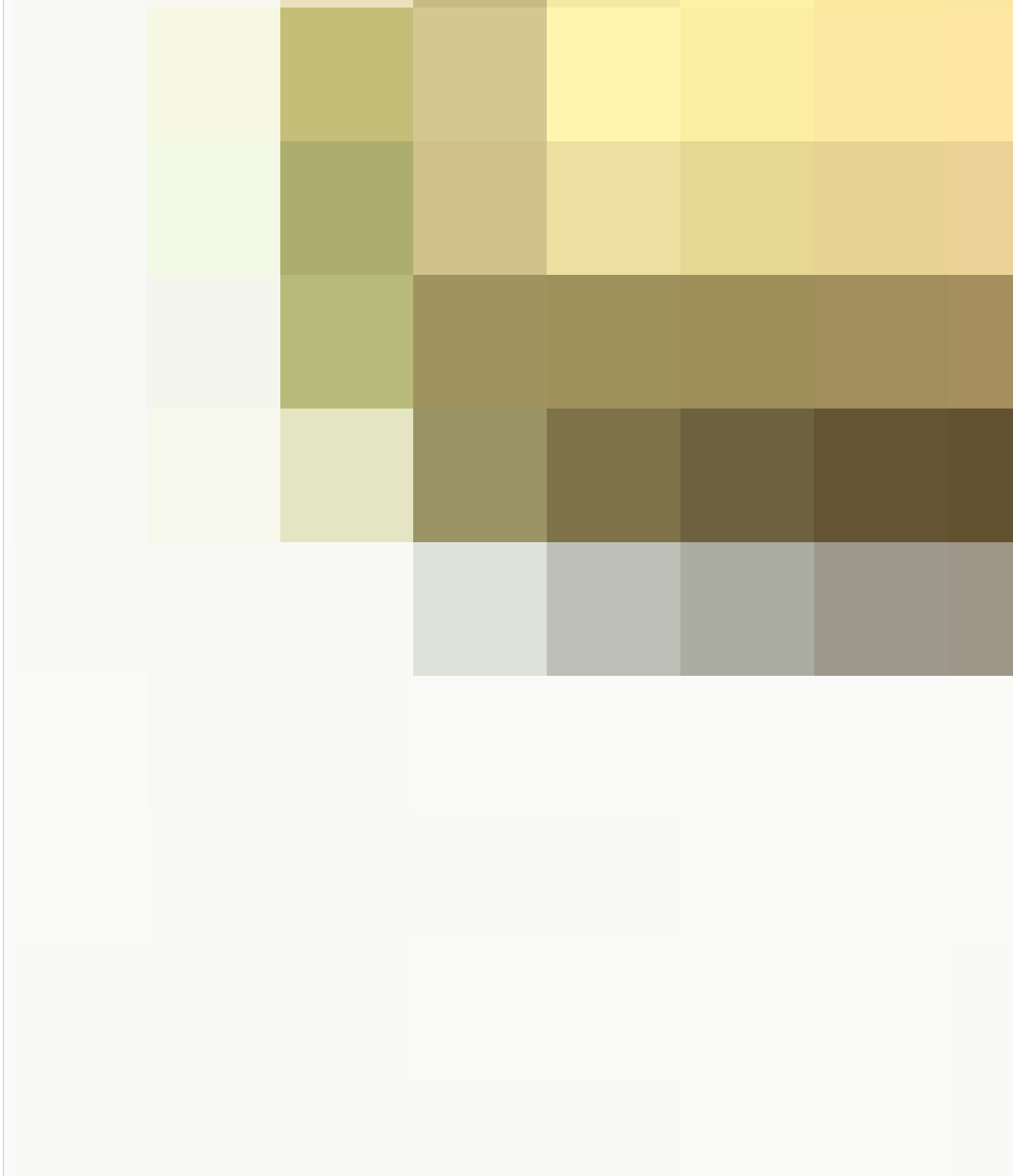


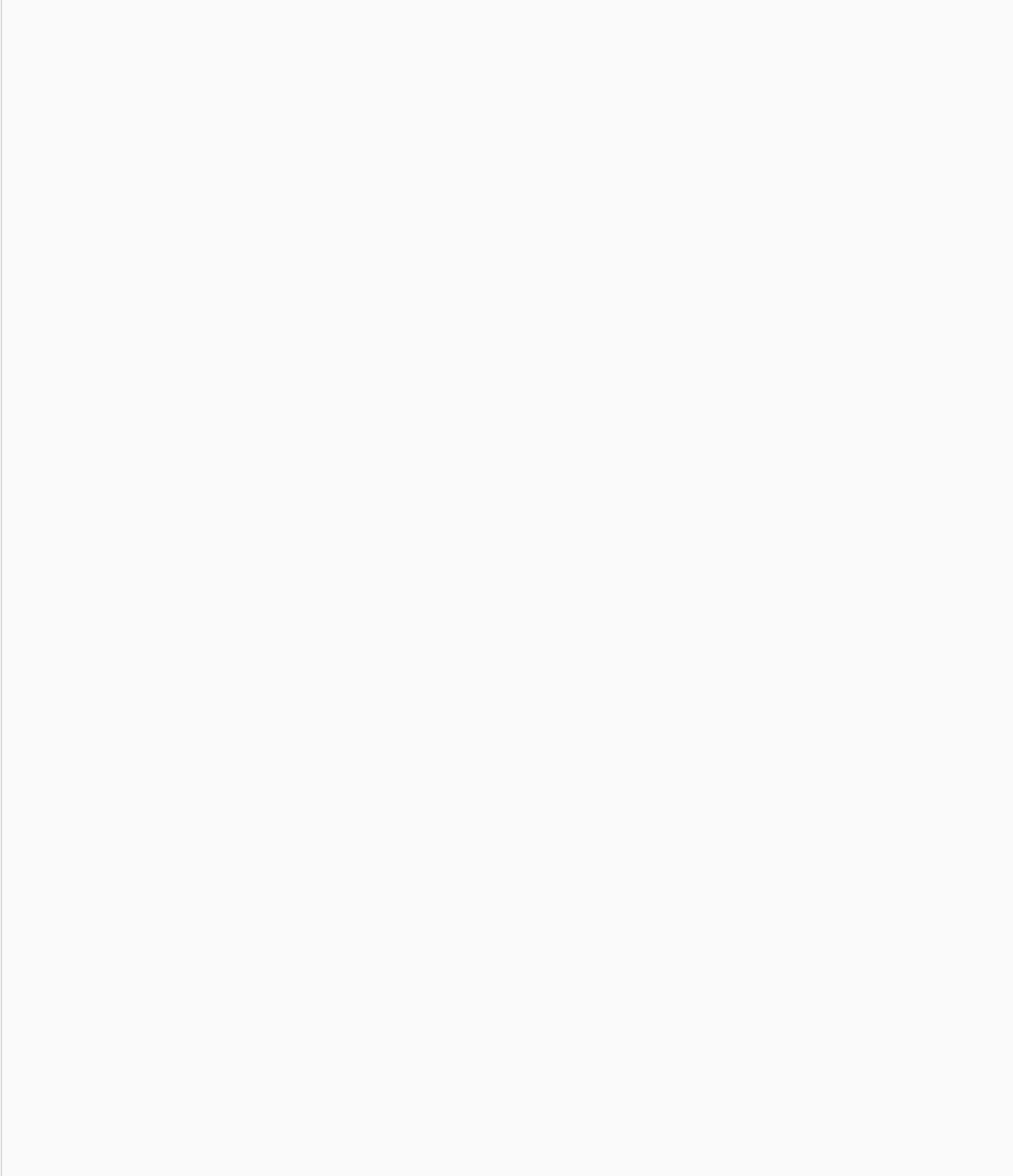


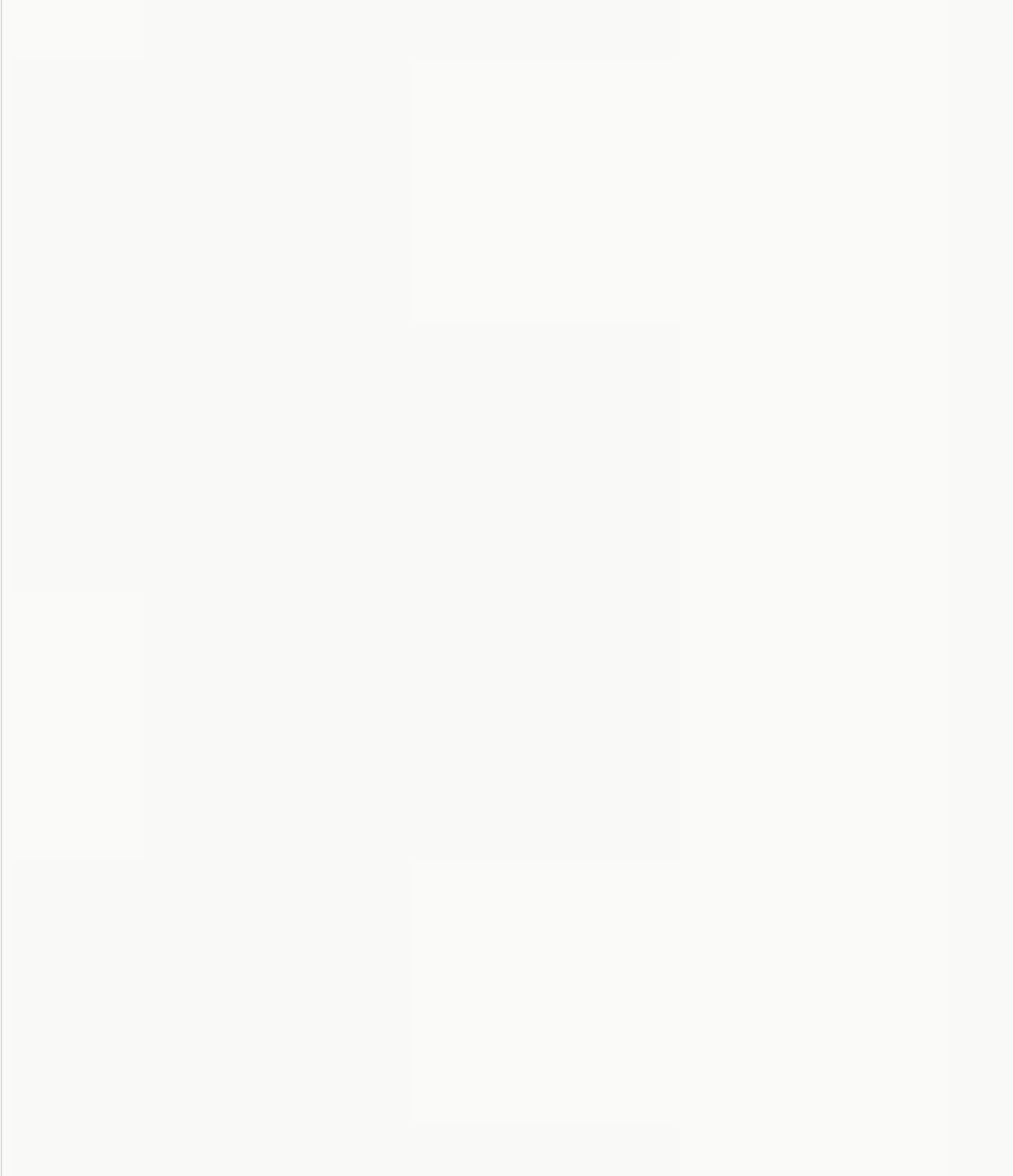


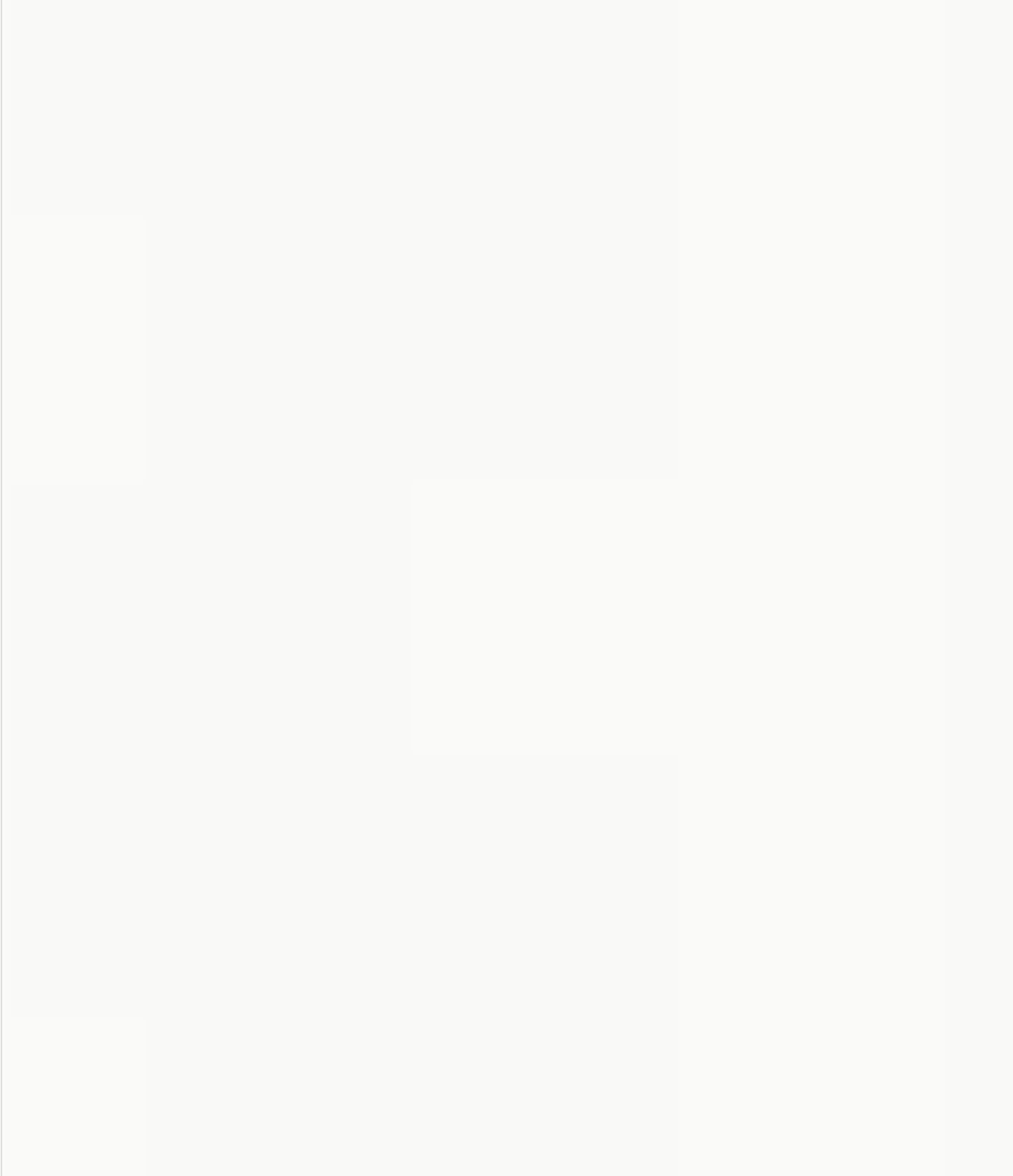












Dear jabril gushiniere:

Thank you for your interest in public records of the Cook County Sheriff's Office. Your request was received in this office on 2/27/2025 and given the reference number R069786-022725 for tracking purposes.

Your request will be forwarded to the relevant department(s) to locate the information you seek and to determine the volume and any costs associated with satisfying your request. You will be contacted about the availability and/or provided with copies of the records in question.

To monitor the progress or update this request please log into the [FOIA Request Center](#)



✉ On 2/27/2025 3:22:16 PM, jabril gushiniere (jabril_gushiniere@yahoo.com) wrote:

Request Created on Public Portal

Message History (5)

✉ On 3/11/2025 10:52:03 AM, Alexandra Ysme wrote to jabril gushiniere (jabril_gushiniere@yahoo.com):

From: Cook County Sheriff's Office
(cookcountysheriff@govqa.us)
To: jabril gushiniere (jabril_gushiniere@yahoo.com)
Message Id: 444539
Message Status: Delivered-Confirmed

Subject: [Records Center] FOIA Request :: R070079-030625

Body:

RE: FOIA Request of March 06, 2025, Reference # R070079-030625

Dear jabril gushiniere,

Thank you for contacting the Cook County Sheriff's Office ("CCSO") pursuant to the Illinois Freedom of Information Act ("FOIA"), 5 ILCS 140/1 et seq. (2012).

Your request mentioned:

Pursuant to the Illinois Freedom of Information Act (5 ILCS 140), I am formally requesting the following public records. This request is designed to ensure transparency, equal application of policies, and compliance with state and federal law. Each category of information is directly relevant to potential issues of retaliation, selective enforcement, and due process violations in disciplinary actions within the Cook County Sheriff's Office (CCSO) and Cook County Department of Corrections (CCDOC).

This request is narrowly tailored, specific, and reasonable to ensure compliance under 5 ILCS 140/3(g). The requested information is maintained in CCSO and CCDOC records, and any refusal to comply must be legally justified in a detailed Vaughn Index, as required by 5 ILCS 140/9(a).

All Communications Related to "Gushiniere" (Emails, Texts, Memos, Reports)

I request copies of all emails, text messages, memoranda, reports, disciplinary records, and other written communications referencing "Gushiniere" from January 19, 2024, to the present date. This includes:

- Emails, text messages (including Microsoft Teams, Slack, or any internal messaging system), memoranda, and reports that contain the term "Gushiniere" or discuss any disciplinary action, investigation, or policy violations related to this name.*
- Sent, received, or discussed by:*
- Larry D. Gavin – Assistant Executive Director, CCDOC*
- Steven A. Wilensky – First Assistant Executive Director, CCDOC*
- Donald "Don" Beachem Jr. – Executive Director (Jail Superintendent), CCDOC*

Required Search Terms: "Gushiniere," "disciplinary action," "email violation," "threat," "OPR," "investigation," "union," "speech," "policy violation," or any similar terms used in reference to my case.

Legal Justification: These communications are not exempt under 5 ILCS 140/7(1)(f) because they are not deliberative drafts but final records of decision-making regarding disciplinary actions. Emails and memos from public officials discussing public employees are not protected by privacy exemptions (5 ILCS 140/7(1)(c)) because they pertain to public employment matters.

Prior Disciplinary Actions & OPR Investigations for Similar Alleged Violations

I request all prior disciplinary actions, OPR investigations, and punishment recommendations issued for CCDOC employees from January 2021 – Present related to:

- ***Email usage violations***
- ***Workplace speech-related discipline***
- ***Alleged threats or intimidation***

For each case, provide:

- ***The allegation made***
- ***The outcome of the investigation***
- ***The level of discipline imposed***

If personal identifiers must be redacted under 5 ILCS 140/7(1)(c), I request anonymized case numbers to compare disciplinary consistency.

Legal Justification: This request ensures equal application of policy and guards against selective enforcement in violation of 5 ILCS 140/1.2, which mandates transparency in public records.

CCDOC Promotion & Investigation Policies

I request all written policies governing:

- ***Eligibility for promotion while under investigation.***
- ***How an OPR investigation affects career advancement.***
- ***A list of all employees promoted while under investigation (past 5 years).***

If this policy has been modified in the last 3 years, I request a side-by-side comparison of changes to determine if it has been retroactively applied.

Legal Justification: A refusal to disclose employment policy documents would be a clear violation of 5 ILCS 140/2.5, which mandates disclosure of public body policies and procedures that impact employment decisions.

CCDOC Employee Email & Speech Policies

I request copies of all past and present versions of:

- ***Employee email usage policies (including historical versions for comparison).***
- ***Policies on employee speech and workplace discussions.***
- ***Social media and external communication rules applicable to CCDOC employees.***

If any policy was modified after January 19, 2024, I request both the previous and updated versions for

review.

Legal Justification: Refusal to disclose policy documents violates 5 ILCS 140/2(c), which mandates access to public policies affecting employees.

CCDOC Federal Funding & Oversight Compliance

I request records of all federal funding and grants awarded to CCDOC from 2019 to present, including:

- ***Federal grants tied to employment policies, disciplinary procedures, or workplace conditions.***
- ***Any CCDOC agreements with the DOJ, EEOC, or federal oversight agencies regarding employment practices.***

Legal Justification: If CCDOC receives federal funding, it is bound by federal whistleblower protection laws and Section 504 of the Rehabilitation Act regarding workplace retaliation and fair employment practices. Failure to disclose this information could be a violation of federal transparency laws governing public grants.

CCDOC Internal Meeting Notes & Agendas Related to My Case

I request all meeting minutes, agendas, and notes from January 2024 to Present where:

- ***My name (“Gushiniere”) was mentioned.***
- ***Workplace speech, email policy violations, or disciplinary actions were discussed.***

This includes any management or executive-level discussions that led to the current disciplinary process.

Legal Justification: Meeting notes related to personnel actions and disciplinary proceedings are not exempt from FOIA (5 ILCS 140/7(1)(f) does not cover post-decision discussions).

External Communications About Me Between CCDOC & Other Agencies

I request all emails, text messages, memoranda, or reports exchanged between CCDOC officials and the following external entities regarding my case from January 19, 2024 – Present:

- ***Cook County Board Members***
- ***Cook County Sheriff’s Merit Board***
- ***Illinois Labor Relations Board (ILRB)***
- ***Any law enforcement agency***

Legal Justification: Public agencies cannot hide records of external coordination related to employment actions under 5 ILCS 140/2.15.

CCDOC Inspector General (OIIG) Reports on Workplace Discipline & Retaliation

I request all reports, complaints, and findings by the Cook County Office of the Independent Inspector General (OIIG) from 2019 to Present regarding:

- ***Retaliation against CCDOC employees for workplace speech.***
- ***Selective enforcement of CCDOC policies.***

- *Abuse of disciplinary processes.*

Legal Justification: *These reports must be disclosed under 5 ILCS 140/2.15, which mandates transparency in oversight agency reports.*

Response Format & Legal Considerations

- ***Electronic Delivery Preferred:*** *Provide records in PDF, CSV, or other text-searchable formats.*
- ***Mandatory Vaughn Index:*** *If any records are withheld or redacted, provide a Vaughn Index explaining each exemption (5 ILCS 140/9(a)).*
- ***Statutory Deadlines:*** *Response required within 5 business days (5 ILCS 140/3(d)).*

If denied, I will file an appeal with the Illinois Attorney General's Public Access Counselor (PAC) and pursue legal remedies.

Please be advised that at this time the CCSO asks that you narrow your request as compliance would be overly broad and unduly burdensome, pursuant to 5 ILCS 140/3(g). If we were to complete your request, this would take significant staff time, across multiple departments. Please below:

1. Prior Disciplinary Actions & OPR Investigations for Similar Alleged Violations

I request all prior disciplinary actions, OPR investigations, and punishment recommendations issued for CCDOC employees from January 2021 – Present related to:

- ***Email usage violations***
- ***Workplace speech-related discipline***
- ***Alleged threats or intimidation***

For each case, provide:

- ***The allegation made***
- ***The outcome of the investigation***
- ***The level of discipline imposed***

There is approximately 954 OPR violations that are classified as operational and personal violations. We would have to review and redact 954 OPR report to determine which ones are related to email use violations, workplace speech related discipline, and threats or intimidation violates. Afterwards, we would have to redact the responsive OPR. Additionally, we would have to work in conjunction with Employee discipline to provide the discipline imposed for all of the OPR cases, arbitration cases, merit board cases, and disciplinary actions. This would lead to the review of 4 years of records. One OPR report alone takes approximal an entire day to redact.

1. CCDOC Federal Funding & Oversight Compliance

I request records of all federal funding and grants awarded to CCDOC from 2019 to present, including:

- ***Federal grants tied to employment policies, disciplinary procedures, or workplace conditions.***
- ***Any CCDOC agreements with the DOJ, EEOC, or federal oversight agencies regarding employment practices.***

In my possession, is all the federal funding awarded to CDDOC from 2020 to the present. The resulted yielded

over 330 pages of records, which would need to be redacted and review. This alone is unduly burdensome as it would take approximately half a day to redact. I've already requested that you narrow this request regarding R069786. An additional search would have to be done for the year 2019.

Additionally, you stated that we just need to complete a simply keyword search. This is incorrect. We have to work in conjunction with several department. For instant, in order to complete a text message search, each of the employees, who's record you seek, would need to come to IT to have their phone legally preserve. Therefore, for the following request:

I request all emails, text messages, memoranda, or reports exchanged between CCDOC officials and the following external entities regarding my case from January 19, 2024 – Present:

- ***Cook County Board Members***
- ***Cook County Sheriff's Merit Board***
- ***Illinois Labor Relations Board (ILRB)***
- ***Any law enforcement agency***

Thousands of employees would need to come to IT to have their phone preserve. This process can take between 5 min and 1 hour, depending on the amount of data to review. This alone makes the request unduly burdensome.

We would like to extend you the opportunity to confer with our office in order to reduce your request to manageable proportions. Please respond with a narrowed response, such as by (NARROWING TIME PERIOD, DEPARTMENT SCOPE, ETC.), or provide a time you are available to conference call with our office in order to discuss your request.

Please note that Cook County OIIG reports are available online at the Cook County Government website.

Please contact us by replying to this email if you have any further concerns/questions related to this request.

Sincerely,

Alexandra Ysme

Cook County Sheriff's Office
FOIA Officer/Legal Department

On 3/6/2025 1:39:09 PM, jabril gushiniere (jabril_gushiniere@yahoo.com) wrote:

TO: "Cook County Sheriff's Office"[cookcountysheriff@govqa.us]

JaBril Gushiniere

On Thursday, March 6, 2025, 8:45 AM, Cook County Sheriff's Office wrote:

Dear Ms. Ysme,

I acknowledge receipt of your response regarding my FOIA request. I am willing to cooperate in good faith; however, I cannot agree to narrow the scope of my request without a legally valid and detailed justification for why compliance would be unduly burdensome.

Under 5 ILCS 140/3(g), a public body must provide a specific factual basis demonstrating how a request is unduly burdensome, including: 1. The estimated number of records that must be reviewed. 2. The time and resources required to fulfill the request. 3. A detailed explanation of why the requested records cannot be searched and retrieved using reasonable means, such as keyword-based electronic searches.

Your response does not provide any of this information. Instead, it simply states that the request is "overly broad" without justification. This does not satisfy FOIA's legal requirements.

Request for Clarification & Compliance

Before considering any modifications to my request, I ask that your office specifically answer the following questions: 1. What portion of my request is burdensome, and why? 2. What is the estimated number of responsive records, and why is retrieving them difficult? 3. Has your office attempted an electronic keyword search for my request? If so, what were the results? If not, why not? 4. What specific narrowing does your office propose, and how does it ensure that the responsive records remain comprehensive and not selectively filtered?

Without detailed responses to these questions, I cannot reasonably consider any modifications to my request. Furthermore, as per Illinois Attorney General opinions and FOIA case law, agencies cannot deny requests based on speculative burden alone.

Legal Obligation to Process Request

If your office does not provide a factual basis supporting its claim that this request is unduly burdensome, I expect compliance with my full request within the statutory deadline outlined under 5 ILCS 140/3(d). Failure to do so may result in an appeal to the Illinois Attorney General's Public Access Counselor (PAC) and potential legal action to compel disclosure.

I look forward to your prompt clarification and compliance.

On 3/6/2025 8:45:12 AM, Alexandra Ysme wrote to jabril gushiniere (jabril_gushiniere@yahoo.com):

From: Cook County Sheriff's Office
(cookcountysheriff@govqa.us)
To: jabril gushiniere (jabril_gushiniere@yahoo.com)
Message Id: 442907
Message Status: Delivered

Subject: [Records Center] FOIA Request :: R070079-030625

Body:

RE: FOIA Request of March 06, 2025, Reference # R070079-030625

Dear jabril gushiniere,

Thank you for contacting the Cook County Sheriff's Office ("CCSO") pursuant to the Illinois Freedom of Information Act ("FOIA"), 5 ILCS 140/1 et seq. (2012).

Your request mentioned:

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This request is narrowly tailored, specific, and reasonable to ensure compliance under 5 ILCS 140/3(g). The requested information is maintained in CCSO and CCDOC records, and any refusal to comply must be legally justified in a detailed Vaughn Index, as required by 5 ILCS 140/9(a).

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- Sent, received, or discussed by:*
- Larry D. Gavin – Assistant Executive Director, CCDOC*
- Steven A. Wilensky – First Assistant Executive Director, CCDOC*
- Donald "Don" Beachem Jr. – Executive Director (Jail Superintendent), CCDOC*

Required Search Terms: "Gushiniere," "disciplinary action," "email violation," "threat," "OPR," "investigation," "union," "speech," "policy violation," or any similar terms used in reference to my case.

Legal Justification: These communications are not exempt under 5 ILCS 140/7(1)(f) because they are not deliberative drafts but final records of decision-making regarding disciplinary actions. Emails and memos from public officials discussing public employees are not protected by privacy exemptions (5 ILCS 140/7(1)(c)) because they pertain to public employment matters.

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- Email usage violations*

- *Workplace speech-related discipline*
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Legal Justification: This request ensures equal application of policy and guards against selective enforcement in violation of 5 ILCS 140/1.2, which mandates transparency in public records.

CCDOC Promotion & Investigation Policies

I request all written policies governing:

- *Eligibility for promotion while under investigation.*
- *How an OPR investigation affects career advancement.*
- *A list of all employees promoted while under investigation (past 5 years).*

If this policy has been modified in the last 3 years, I request a side-by-side comparison of changes to determine if it has been retroactively applied.

Legal Justification: A refusal to disclose employment policy documents would be a clear violation of 5 ILCS 140/2.5, which mandates disclosure of public body policies and procedures that impact employment decisions.

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I request copies of all past and present versions of:

- *Employee email usage policies (including historical versions for comparison).*
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Legal Justification: Refusal to disclose policy documents violates 5 ILCS 140/2(c), which mandates access to public policies affecting employees.

CCDOC Federal Funding & Oversight Compliance

I request records of all federal funding and grants awarded to CCDOC from 2019 to present, including:

- *Federal grants tied to employment policies, disciplinary procedures, or workplace conditions.*
- *Any CCDOC agreements with the DOJ, EEOC, or federal oversight agencies regarding employment*

practices.

Legal Justification: *If CCDOC receives federal funding, it is bound by federal whistleblower protection laws and Section 504 of the Rehabilitation Act regarding workplace retaliation and fair employment practices. Failure to disclose this information could be a violation of federal transparency laws governing public grants.*

CCDOC Internal Meeting Notes & Agendas Related to My Case

I request all meeting minutes, agendas, and notes from January 2024 to Present where:

- ***My name (“Gushiniere”) was mentioned.***
- ***Workplace speech, email policy violations, or disciplinary actions were discussed.***

This includes any management or executive-level discussions that led to the current disciplinary process.

Legal Justification: *Meeting notes related to personnel actions and disciplinary proceedings are not exempt from FOIA (5 ILCS 140/7(1)(f) does not cover post-decision discussions).*

External Communications About Me Between CCDOC & Other Agencies

I request all emails, text messages, memoranda, or reports exchanged between CCDOC officials and the following external entities regarding my case from January 19, 2024 – Present:

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- ***Cook County Sheriff’s Merit Board***
- ***Illinois Labor Relations Board (ILRB)***
- ***Any law enforcement agency***

Legal Justification: *Public agencies cannot hide records of external coordination related to employment actions under 5 ILCS 140/2.15.*

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- ***Retaliation against CCDOC employees for workplace speech.***
- ***Selective enforcement of CCDOC policies.***
- ***Abuse of disciplinary processes.***

Legal Justification: *These reports must be disclosed under 5 ILCS 140/2.15, which mandates transparency in oversight agency reports.*

Response Format & Legal Considerations

- ***Electronic Delivery Preferred:*** *Provide records in PDF, CSV, or other text-searchable formats.*
- ***Mandatory Vaughn Index:*** *If any records are withheld or redacted, provide a Vaughn Index explaining each exemption (5 ILCS 140/9(a)).*
- ***Statutory Deadlines:*** *Response required within 5 business days (5 ILCS 140/3(d)).*

If denied, I will file an appeal with the Illinois Attorney General's Public Access Counselor (PAC) and pursue legal remedies.

Please be advised that at this time the CCSO asks that you narrow your request as compliance would be overly broad and unduly burdensome, pursuant to 5 ILCS 140/3(g). We would like to extend you the opportunity to confer with our office in order to reduce your request to manageable proportions. Please respond with a narrowed response, such as by (NARROWING TIME PERIOD, DEPARTMENT SCOPE, ETC.), or provide a time you are available to conference call with our office in order to discuss your request.

Please contact us by replying to this email if you have any further concerns/questions related to this request.

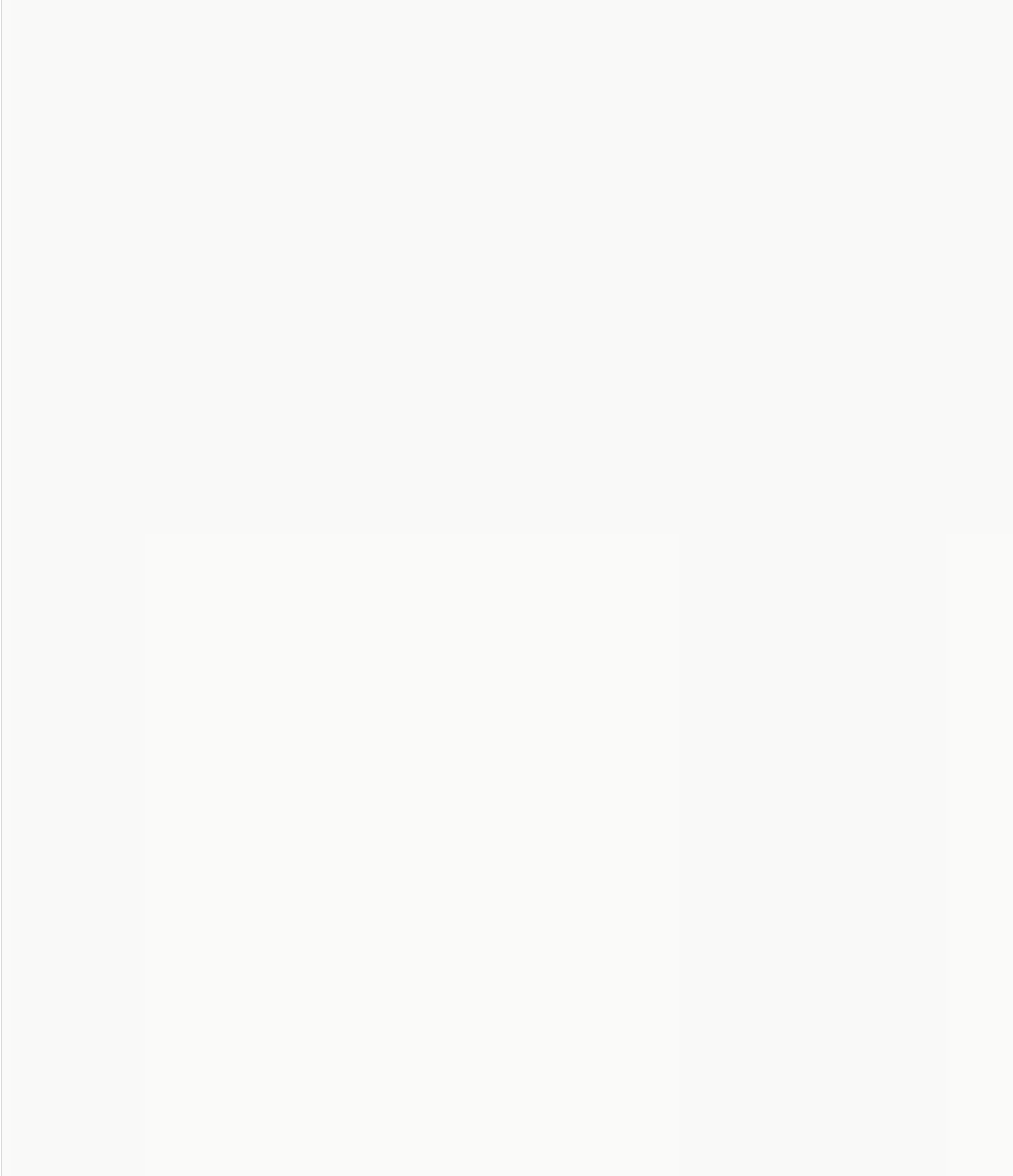
Sincerely,

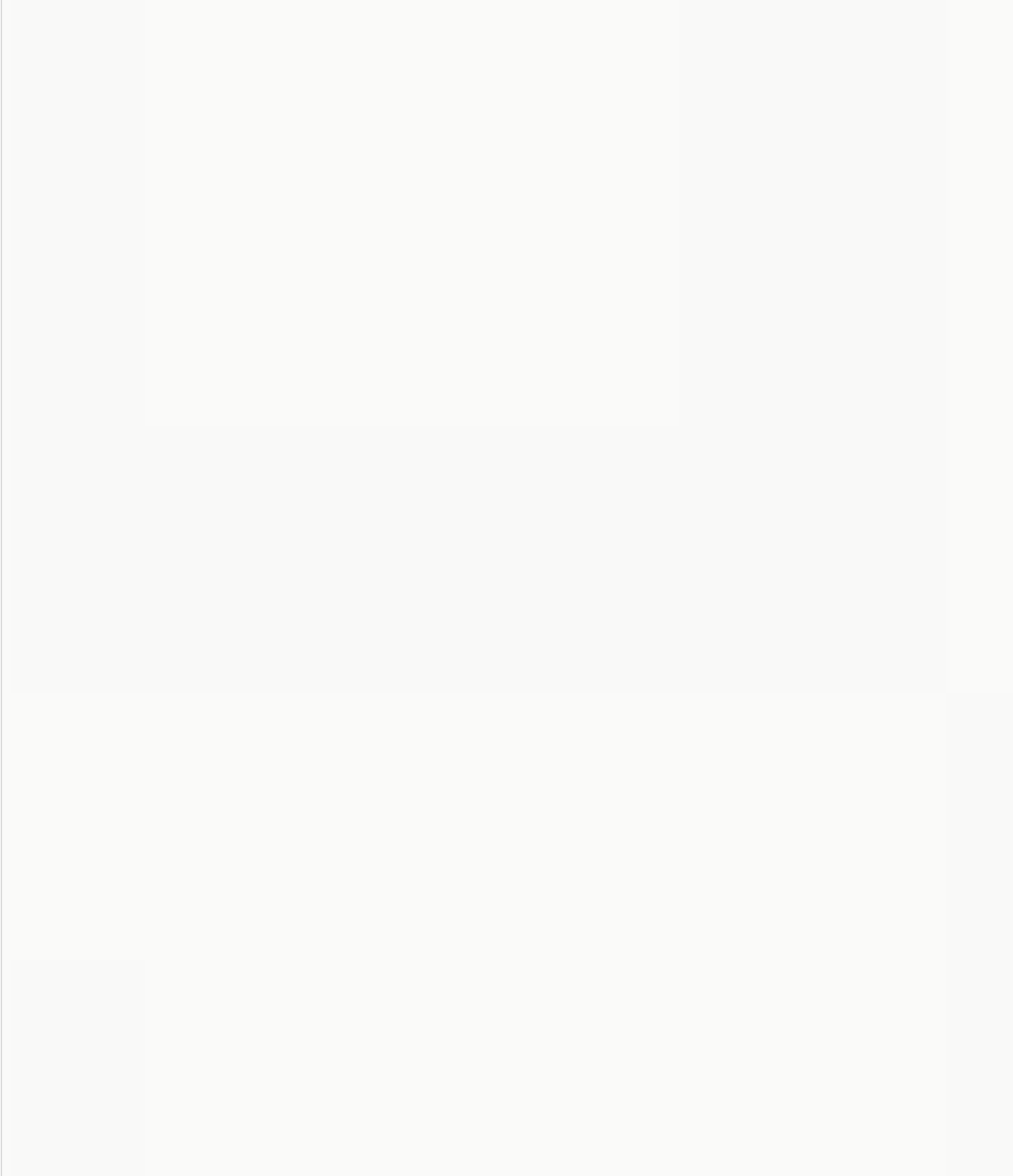
Alexandra Ysme

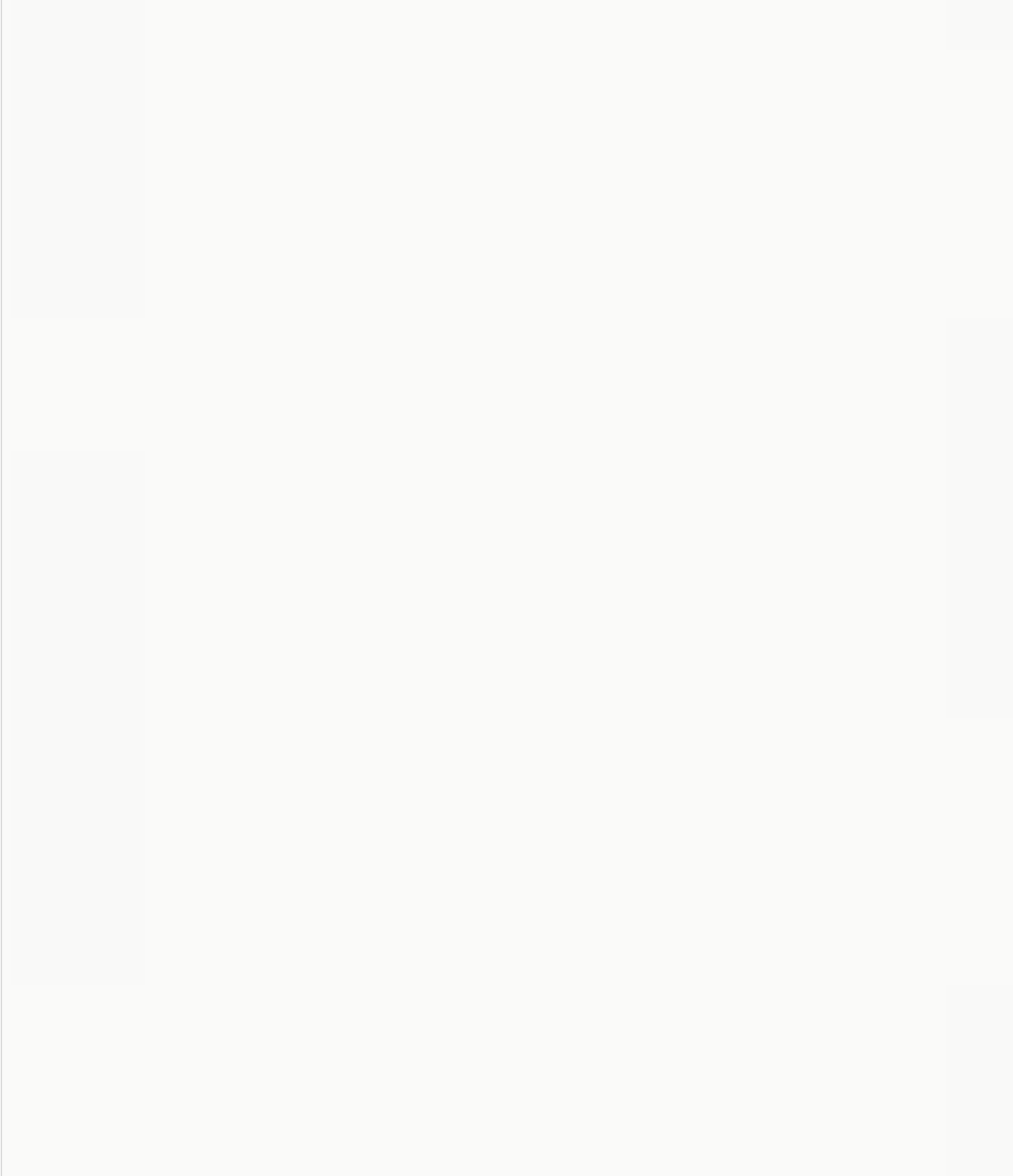
Cook County Sheriff's Office
FOIA Officer/Legal Department

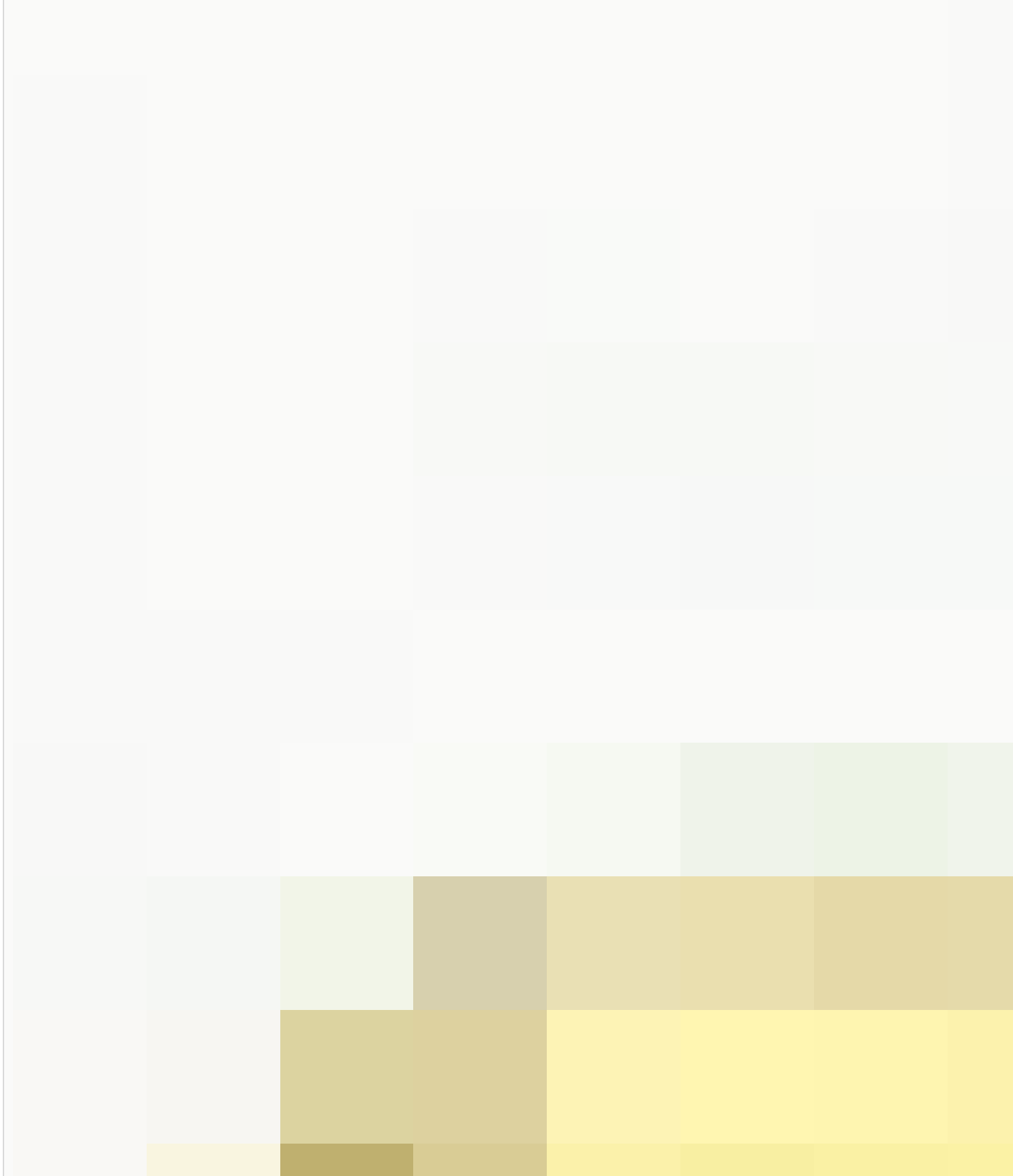
✉ On 3/6/2025 1:50:09 AM, System Generated Message to jabril_gushiniere@yahoo.com:

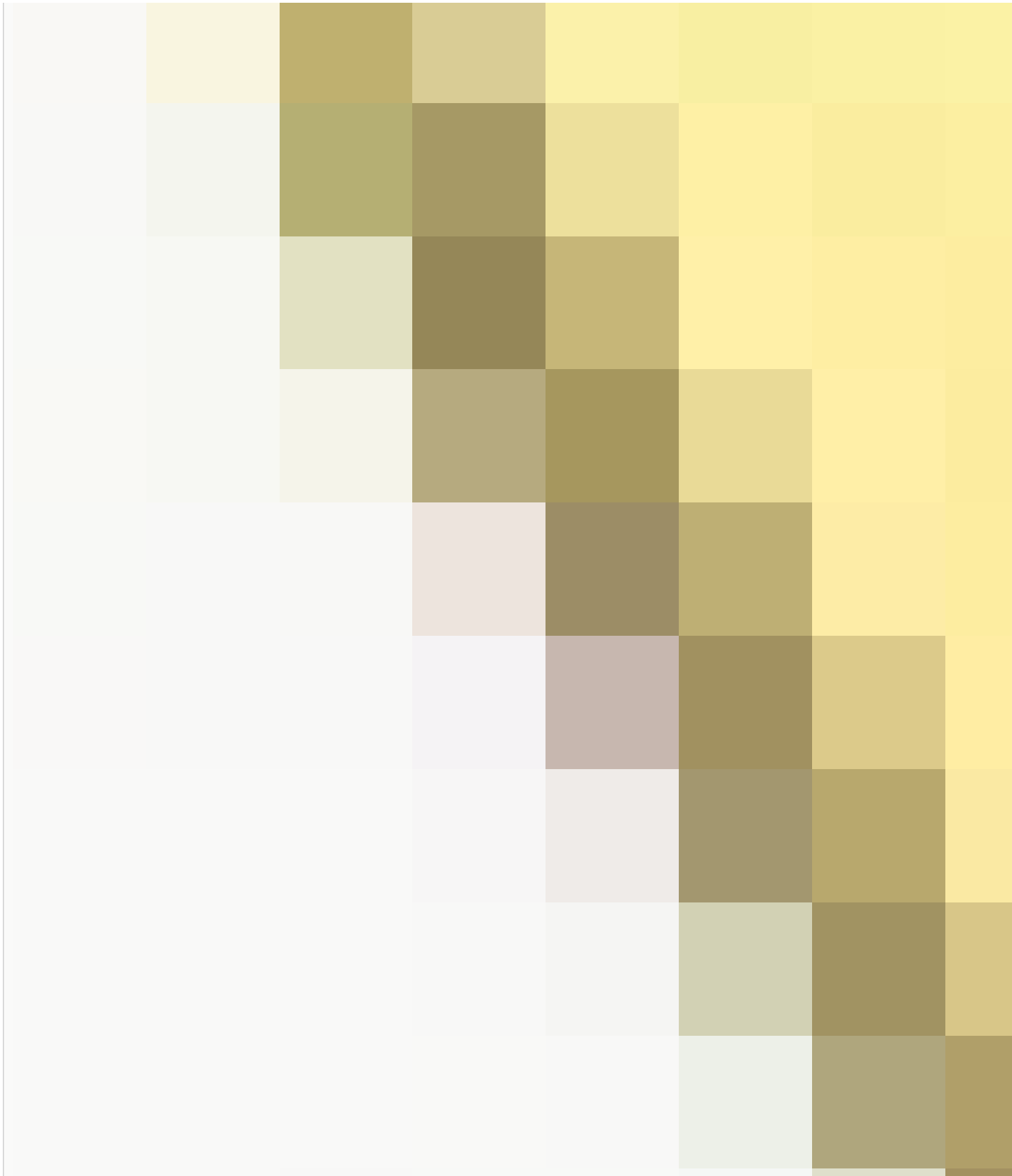
From:	System Generated Message
To:	jabril_gushiniere@yahoo.com
Subject:	FOIA Request :: R070079-030625
Message Id:	442790
Message Status:	Opened

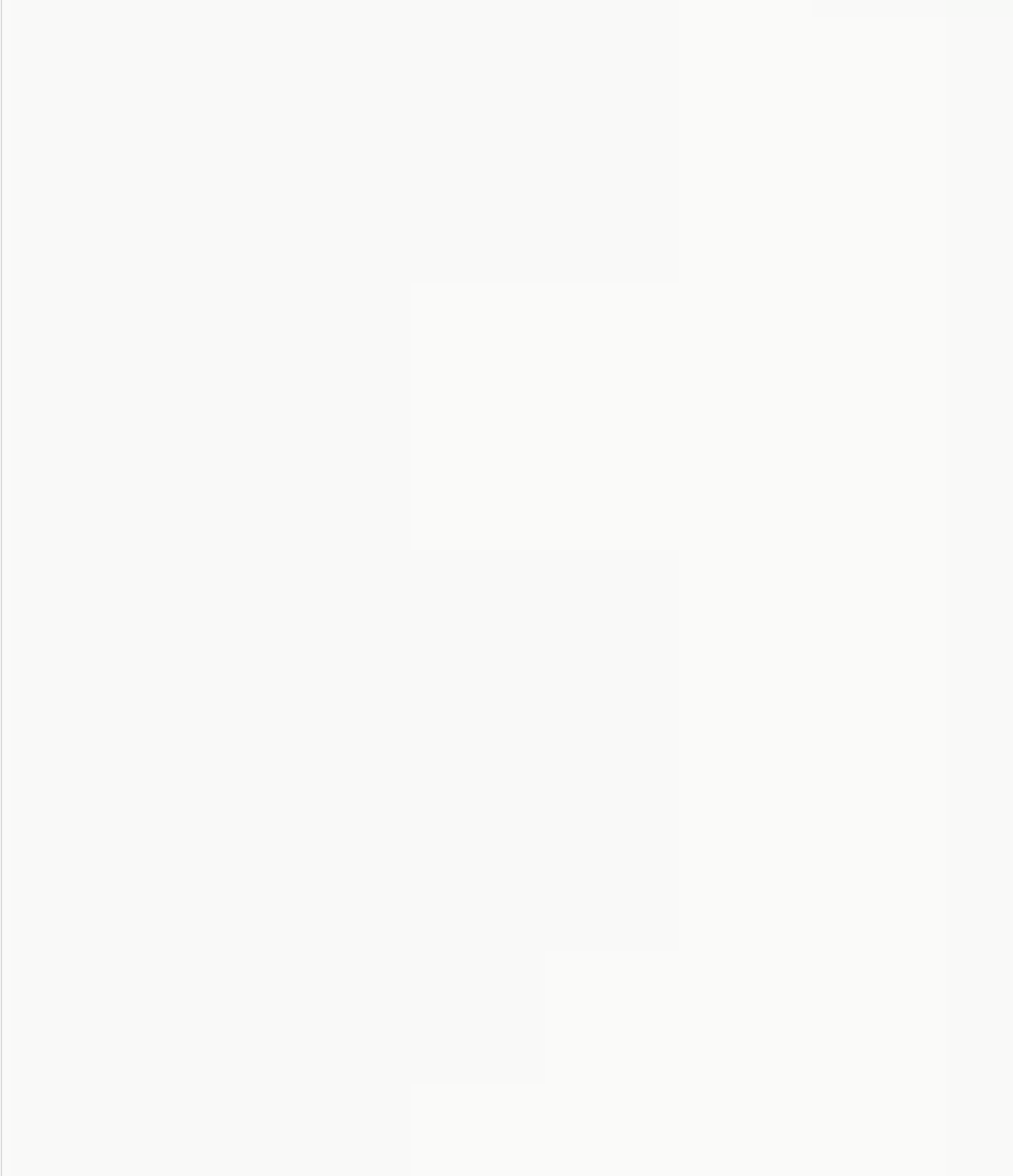




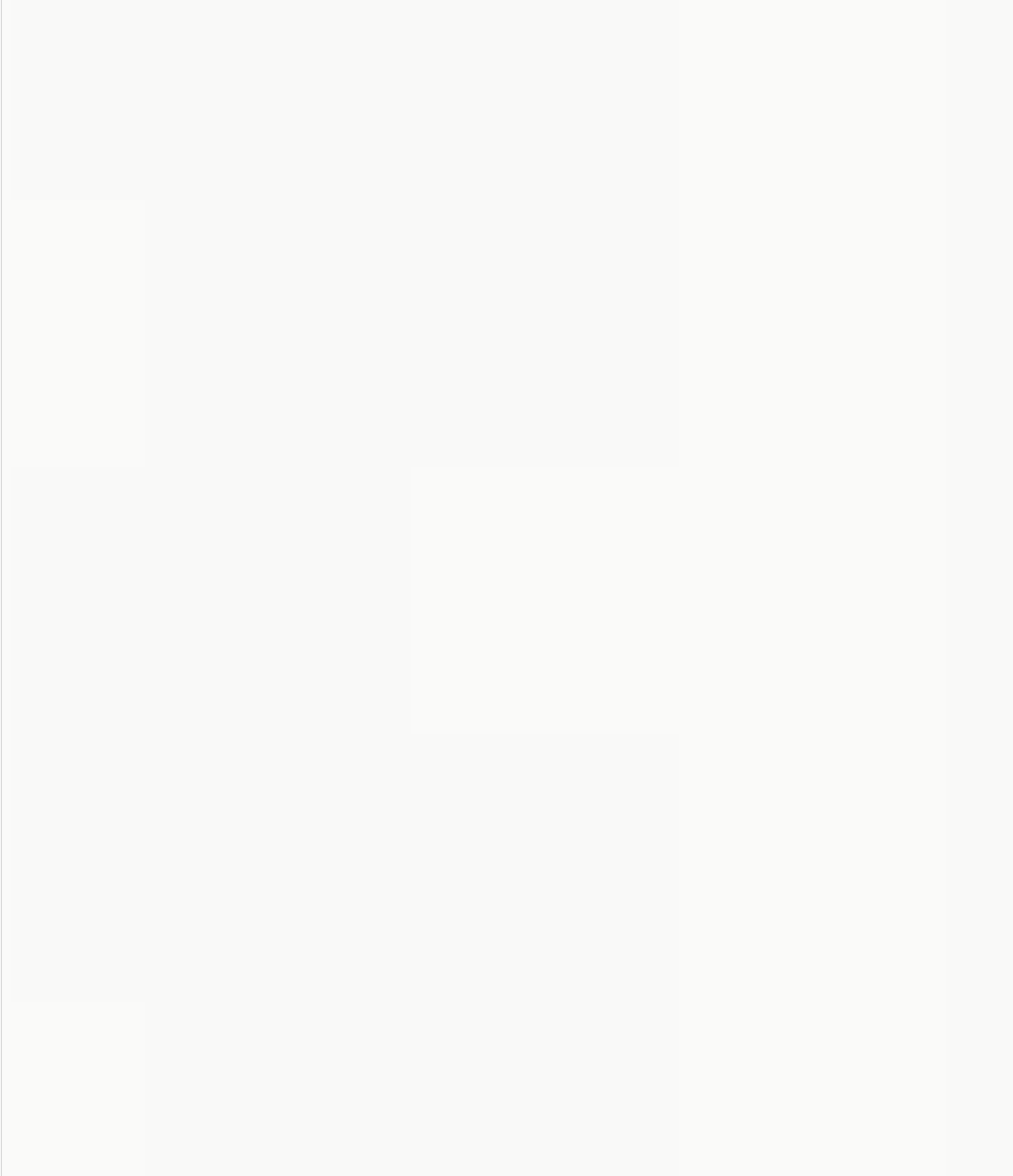




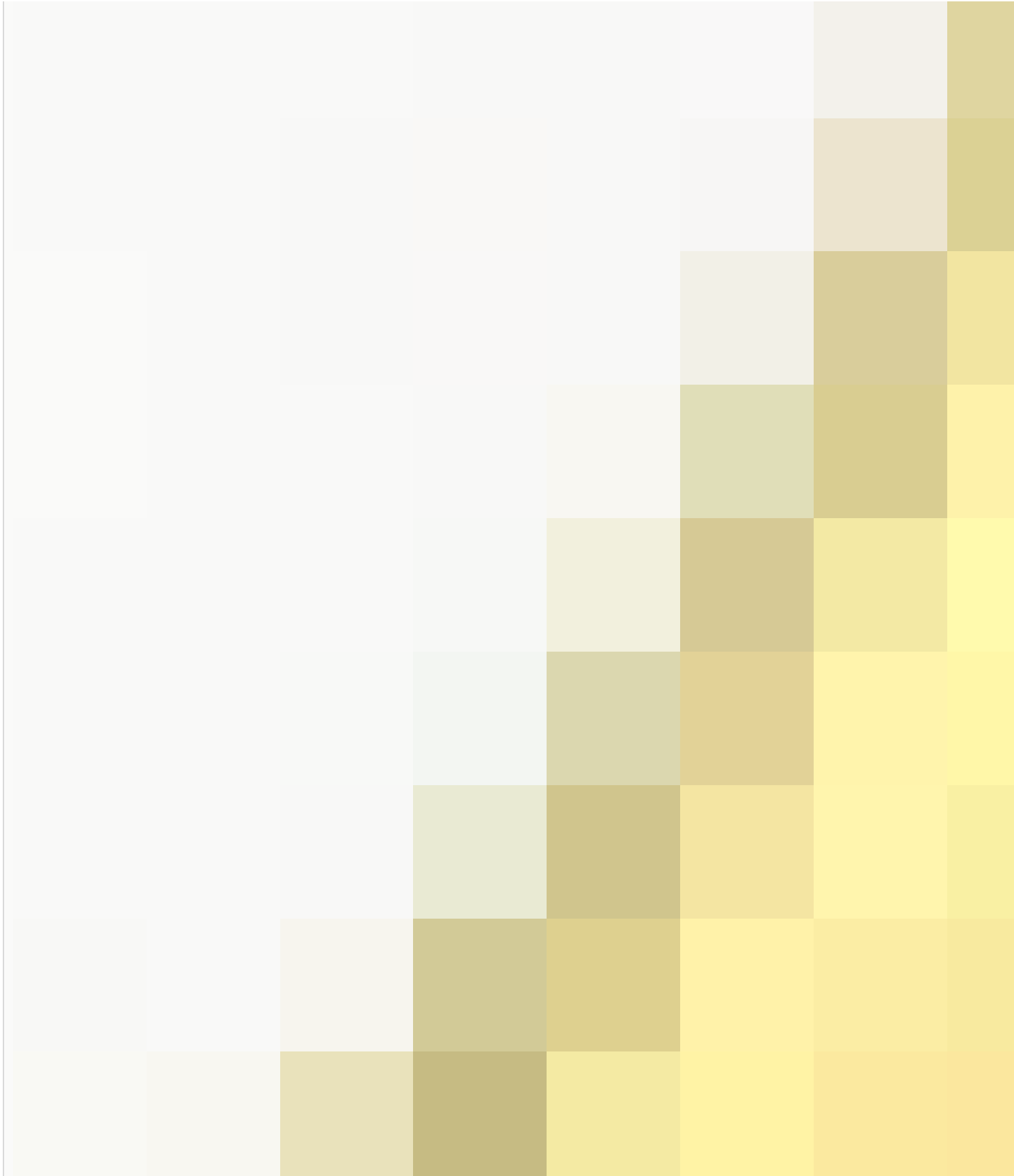


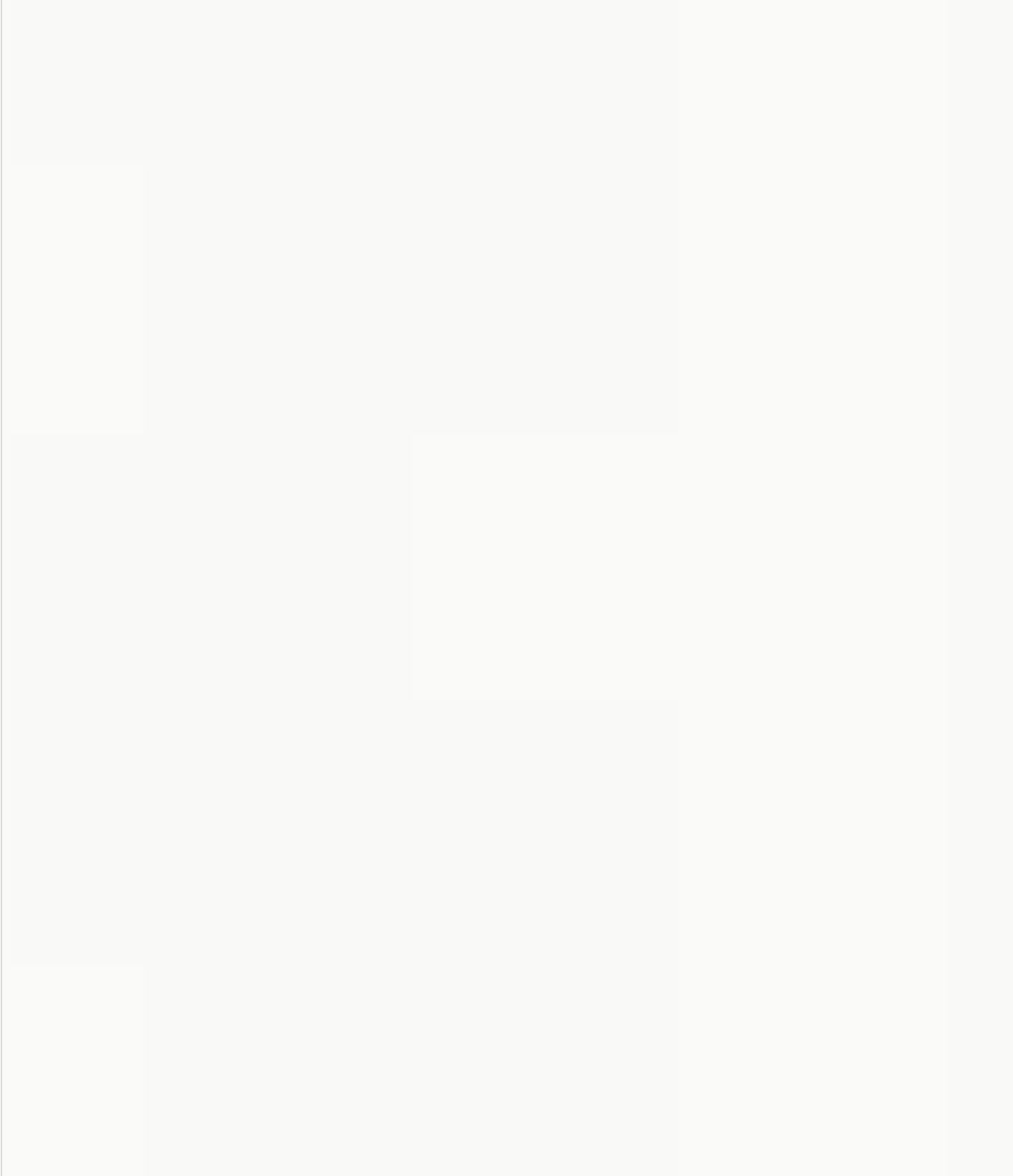


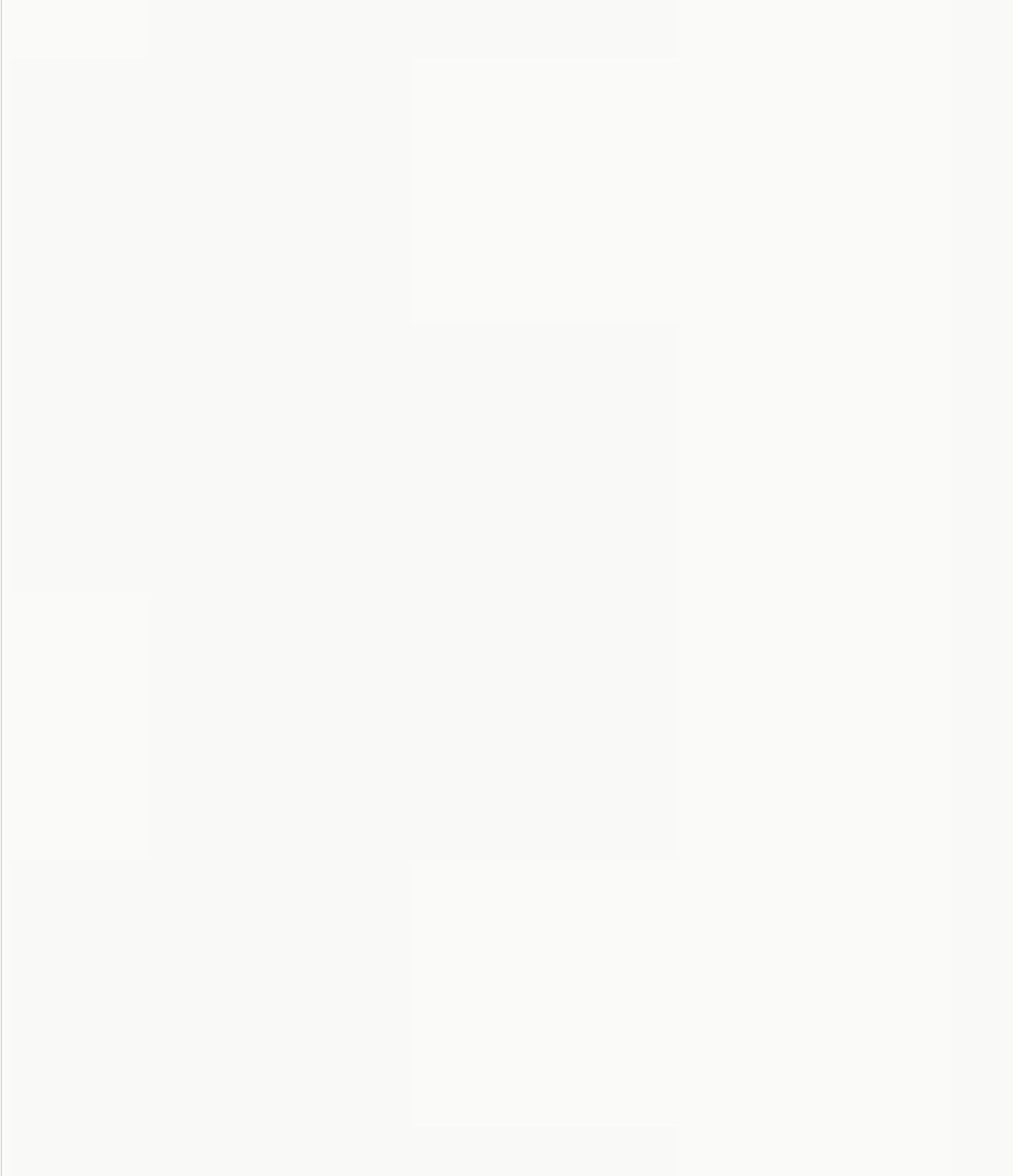


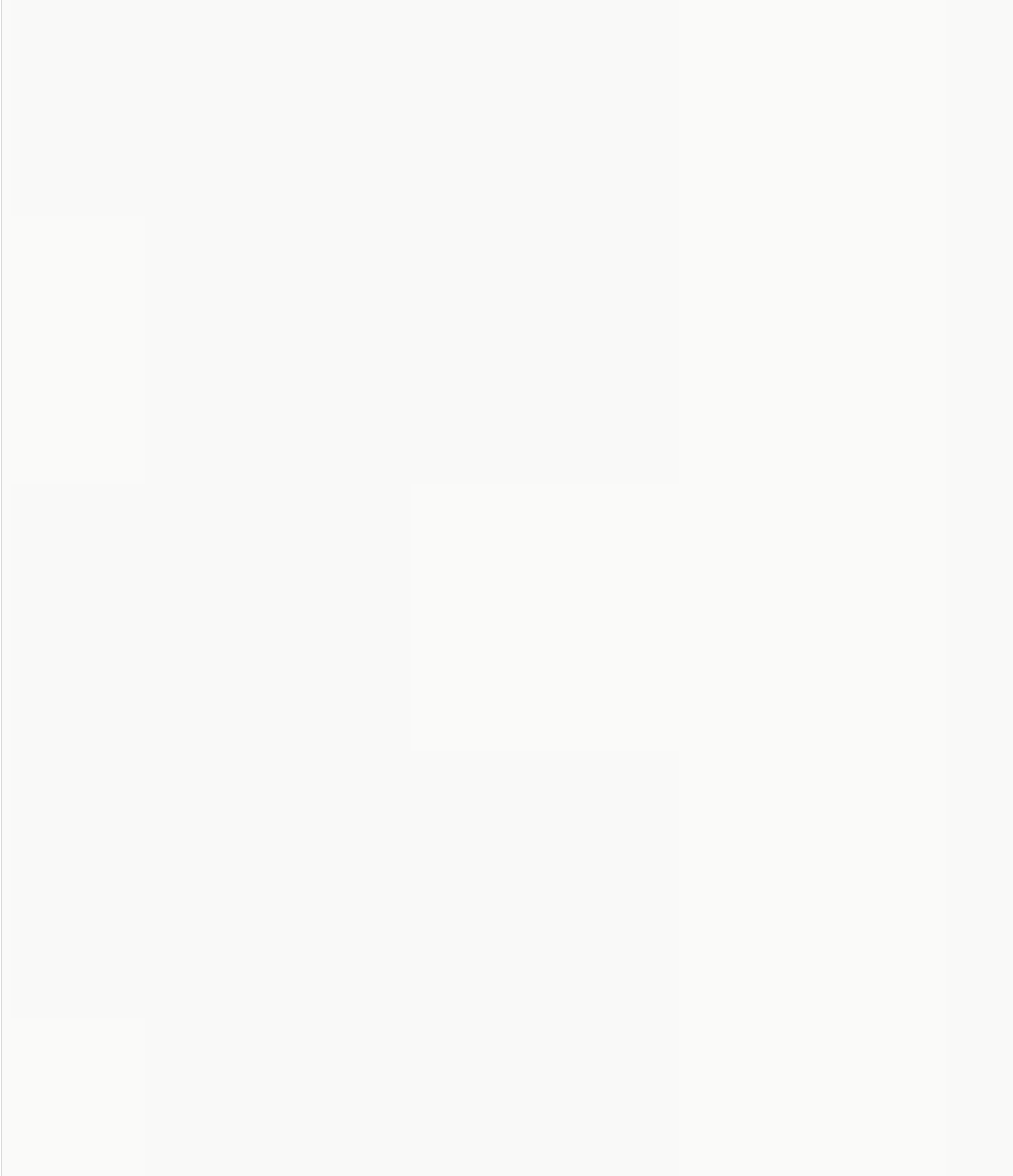












Dear jabril gushiniere:

Thank you for your interest in public records of the Cook County Sheriff's Office. Your request was received in this office on 3/6/2025 and given the reference number R070079-030625 for tracking purposes.

Your request will be forwarded to the relevant department(s) to locate the information you seek and to determine the volume and any costs associated with satisfying your request. You will be contacted about the availability and/or provided with copies of the records in question.

To monitor the progress or update this request please log into the [FOIA Request Center](#)



✉ On 3/6/2025 1:50:07 AM, jabril gushiniere (jabril_gushiniere@yahoo.com) wrote:

Request Created on Public Portal