

**OFFICE OF THE INSPECTOR GENERAL**  
**CITY OF BALTIMORE**



**Isabel Mercedes Cumming**  
**Inspector General**

**Investigative**  
**Report Synopsis**

OIG Case # 23-0004-I

Issued: February 13, 2024



OFFICE OF THE INSPECTOR GENERAL  
Isabel Mercedes Cumming, Inspector General  
City Hall, Suite 635  
100 N. Holliday Street  
Baltimore, MD 21202



February 13, 2024

Dear Citizens of Baltimore City,

The mission of the Office of the Inspector General (OIG) is to promote accountability, efficiency, and integrity in the City of Baltimore (City) government, as well as to investigate complaints of fraud, financial waste, and abuse. The following synopsis is a condensed version of the full report provided to City management officials and does not contain all investigative information.

The OIG received a complaint alleging a Department of Public Works (DPW) Supervisor (Supervisor), reported overtime (OT) hours that they did not work. Additionally, it was alleged that the Supervisor was leaving scheduled Sunday OT to attend church and returning shortly before the end of the shift.

Multiple witnesses reported that the Supervisor would leave shortly after arriving at the DPW facility (Facility) on weekends to work OT. A review of entry and exit swipes from the Facility's entrances from May to October 2022 showed 51 instances of the Supervisor exiting the Facility more than an hour before the end of their reported OT shift. The Supervisor denied the allegation that he did not work the entire OT shifts. The Supervisor acknowledged that they went to church on two Sunday OT shifts, but claimed it was during their lunch break and they returned to the Facility for the remainder of the shift.

Many of the Supervisor's 51 instances of exiting the Facility early were noted as call-back OT and occurred at the end of their regular work shift. The Supervisor said that call-back OT applies even if an employee has not left the facility for the day. The Administrative Manual (AM) defines call-back OT as an employee who has completed the regular full-time work shift and has been called back to work after leaving with the expectation that they would not be required to work during their time off. Employees receive compensation for a minimum of 4 hours for any call-back OT. Additionally, the AM states an employee called back to work additional hours consecutively annexed at the end of their regular work shift cannot receive call-back compensation. The Supervisor's interpretation of call-back OT and the use of it at the end of the regular workday appear to conflict with the City's AM policy.

Moreover, multiple witnesses reported that the Supervisor did not follow the OT equalization chart, which is used to ensure that OT opportunities are first offered to employees with the least amount of overtime hours. During their interview, the Supervisor confirmed that they did not follow the OT equalization chart per the City's labor union agreement when dispersing OT to the employees they supervised.

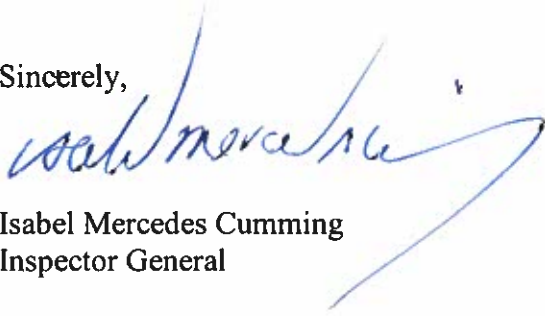
Lastly, the investigation identified key security cameras at the Facility were not working. The OIG recommends DPW review the Facility's security cameras and work to repair or replace any cameras that are not functioning.

**REPORT FRAUD, WASTE AND ABUSE**

HOTLINE: 443-984-3476/800-417-0430 EMAIL: [OIG@BALTIMORECITY.GOV](mailto:OIG@BALTIMORECITY.GOV) WEBSITE: [OIG.BALTIMORECITY.GOV](http://OIG.BALTIMORECITY.GOV)

*This public synopsis is only a summary of a more comprehensive report of investigation submitted to the appropriate City management official*

Sincerely,



Isabel Mercedes Cumming  
Inspector General

CC: Hon. Brandon M. Scott, Mayor of Baltimore City  
Hon. Nick Mosby, Baltimore City Council President  
Hon. Bill Henry, Baltimore City Comptroller  
Honorable Members of the Baltimore City Council  
Hon. Ebony Thompson, Acting Baltimore City Solicitor

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**Department of Public Works**

**Response**

**Case # 23-0004-I**

**CITY OF BALTIMORE**

BRANDON M. SCOTT, Mayor



**DEPARTMENT OF PUBLIC WORKS**

Richard J. Luna, Interim Director  
Abel Wolman Municipal Building, 6th Floor  
200 N. Holliday Street  
Baltimore, Maryland 21202

October 17, 2023

Isabel Mercedes Cumming  
Office of the Inspector General  
City Hall, Room 635  
100 North Holliday Street  
Baltimore, MD 21202

**RE: DPW Response to OIG Case #23-0004-I**

Dear Inspector General Cumming:

The Department of Public Works ("DPW") acknowledges receipt of OIG Case #23-0004-I, dated September 27, 2023 (the "Investigation Report"), which confidential Investigation Report includes allegations that DPW [REDACTED] Supervisor, [REDACTED] falsely reported overtime on several occasions. This letter provides an update on the actions taken by DPW to address the concerns raised in the above-referenced case.

DPW's Human Resources ("DPW HR") has conducted a comprehensive examination and substantiated all the claims outlined in the Investigation Report. DPW HR has also conferred with [REDACTED] [REDACTED] to verify the standard policies and protocol for "Call Back" overtime assignments and the procedure for ensuring equitable treatment.

After a comprehensive review of the relevant matters, DPW HR has determined that [REDACTED] contravened and violated the policies set forth by the City of Baltimore and the Department of Public Works when [REDACTED] inaccurately reported of unworked overtime hours. Furthermore, DPW's [REDACTED] [REDACTED] breached the established procedures of the City of Baltimore and the Department of Public Works by authorizing overtime for employees without verifying the actual overtime hours worked.

Upon the conclusion of DPW HR's investigation, DPW HR has advised management to proceed with the necessary disciplinary actions per the city's policies and any applicable regulations and standards.

Furthermore, DPW HR conducted coaching sessions for management and staff on the importance of precise timekeeping during the workday to ensure that employees receive fair compensation. Additionally, all concerned parties were informed about the training resources accessible and available for the benefit of all employees.

Finally, DPW facilities staff is currently working with a vendor to address the security cameras at [REDACTED] [REDACTED]. That project is currently under design and when completed, will upgrade all security cameras at the facility.

Thank you for the continued partnership and for bringing this matter to our attention. DPW remains fully committed to a fair and equitable workplace for our employees, and for ensuring integrity and full compliance with policies and procedures. If you have any questions or require further information, please do not hesitate to contact Deepti Modha, DPW's Chief Administrative Officer, at [Deepti.modha@baltimorecity.gov](mailto:Deepti.modha@baltimorecity.gov) or Tamira Muir, Chief of Human Capital, at [Tamira.muir@baltimorecity.gov](mailto:Tamira.muir@baltimorecity.gov).

Sincerely,

A handwritten signature in black ink, appearing to read 'R. Luna', written over a light blue horizontal line.

Richard J. Luna  
Interim Director

Cc: Deepti Modha, Chief Administrative Officer  
Tamira Muir, Chief of Human Capital  
Richard Mitchell, Assistant Inspector General