

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.

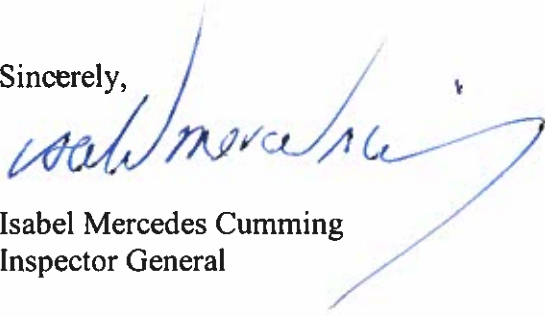
Lastly, the investigation identified key security cameras at the Facility were not working. The OIG recommends DPW review the Facility's security cameras and work to repair or replace any cameras that are not functioning.

REPORT FRAUD, WASTE AND ABUSE

HOTLINE: 443-984-3476/800-417-0430 EMAIL: OIG@BALTIMORECITY.GOV WEBSITE: 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
