

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 or Tamira Muir, Chief of Human Capital, at 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