

OFFICE OF THE INSPECTOR GENERAL

CITY OF BALTIMORE



Isabel Mercedes Cumming
Inspector General

Investigative Report Synopsis

OIG Case # 23-0043-I

Issued: March 28, 2024



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



March 28, 2024

Dear Citizens of Baltimore City,

The mission of the Office of the Inspector General (OIG) is to promote accountability, efficiency, and integrity in 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.

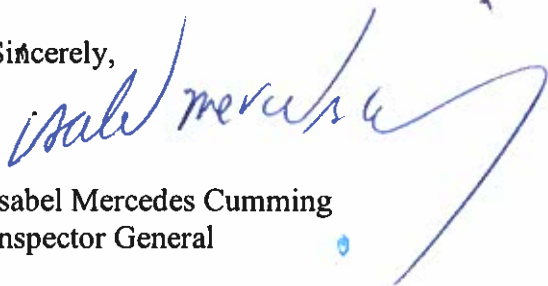
During an investigation involving a Department of Transportation (DOT) Supervisor (Supervisor), the OIG found information indicating that the Supervisor may have violated the City's Employee Arrest, Charge, or Conviction Policy (Arrest Policy).

A Mayoral Executive order was established in September 2010 requiring employees to report arrests or convictions of criminal offenses. The investigation learned the City's Arrest Policy, enacted February 28, 2012, states that a City employee is required to notify their Agency Resource Officer of any arrest or conviction for any offense, including traffic offenses that involve the use of alcohol or drugs. The Arrest Policy notes that City employees who are not detained shall self-disclose any charge, arrest, or conviction. Additionally, a Probation-Before Judgment (PBJ) shall be reported in the same manner as a conviction. The Arrest Policy is not currently part of the City's Administrative Manual, and each City agency is responsible for informing their employees of the order.

In 2021, the Supervisor was charged with driving or attempting to drive a vehicle while impaired by alcohol. The incident did not occur during City work hours and did not involve a City vehicle. The investigation confirmed that the Supervisor signed two acknowledgment forms for the Executive Order in 2010 and 2011. The Supervisor received a PBJ disposition related to the charge but did not report the incident to the City. The Supervisor confirmed they were aware of the Arrest Policy but explained that they believed they did not have to report the incident to the City. The Supervisor noted that it occurred outside their City work hours and he was not arrested for the incident. Furthermore, the Supervisor opined that they doubt other City employees disclose their arrests.

In its response, DOT affirmed the Supervisor violated the Policy by failing to disclose the charge and PBJ to DOT's Human Resources Division or an immediate supervisor. Furthermore, DOT said it will issue agency-wide communication reminding staff of the City's Arrest Policy.

Sincerely,


Isabel Mercedes Cumming
Inspector General

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

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, Baltimore City Solicitor

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