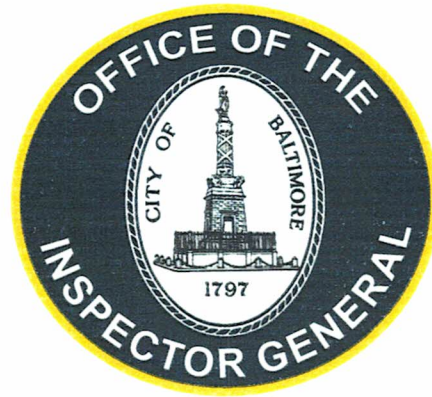


# OFFICE OF THE INSPECTOR GENERAL CITY OF BALTIMORE



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

## Investigative Report Synopsis

OIG Case # 2018-0822

Issued: September 18, 2018

# CITY OF BALTIMORE

CATHERINE E. PUGH, Mayor



## OFFICE OF INSPECTOR GENERAL

ISABEL MERCEDES CUMMING, Inspector General  
640 City Hall  
100 N. Holliday Street  
Baltimore, Maryland 21202

September 18, 2018

Dear Citizens of Baltimore City,

The Office of the Inspector General (OIG) conducted an investigation regarding operational issues within the Field Health Services (FHS) office of the Baltimore City Health Department (BCHD). What follows is the public synopsis of the Report of Investigation, based on a complaint received on the OIG hotline regarding operational issues within FHS.

The mission of the OIG is to promote accountability, efficiency, and integrity in City government, as well as the investigation of complaints of fraud, financial waste, and abuse in City government. The OIG investigation determined the Director and Assistant Director of FHS were wasting City funds by parking at their assigned facility in spaces governed by parking meters, even though they were provided designated parking at their facility. In their positions as Director and Assistant Director, they were assigned Baltimore City parking stickers to avoid paying parking fees, including at metered spaces, in the normal course of their business with FHS. They abused this authority by taking up metered parking spaces instead of parking in their designated spaces, depriving the City of potential revenue.

The complaint included allegations that several FHS employees failed to comply with the FHS attendance policy by arriving late to work, leaving early, or leaving during the day to attend to personal matters. The OIG investigation determined several FHS employees were observed off-site during their scheduled workday, but due to the lack of internal controls, in all but one case the OIG could not determine whether these employees were working a full, eight hour shift.

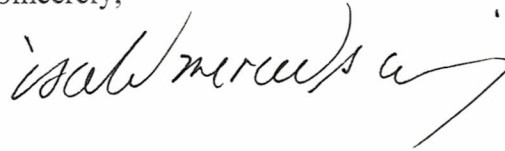
The complaint included allegations that an FHS employee was retaliated against for reporting issues within FHS, and that FHS employees were not being properly compensated for on-call responsibilities. The OIG investigation did not substantiate the allegation of retaliation, and the allegation of employees not being properly compensated was unfounded, as there was an existing agreement in place between BCHD and the union representing the employees in question. BCHD was properly compensating those employees pursuant to the agreement.

The complaint included allegations that were determined to be management issues and outside of the purview of the OIG. Those allegations were referred to senior BCHD management for follow up.

BCHD management responded to the OIG investigation and concurred with the report's findings. With regard to the metered parking finding, management stated the Director and Assistant Director were instructed to resume parking in their assigned spaces. Management indicated issues relating to these assigned parking spaces, including safety and security, are the responsibility of the

building owner and BCHD will work with the facility's landlord to rectify those issues. Management indicated senior BCHD leadership will ensure compliance with the FHS attendance policy, as well as conduct a review of existing policies regarding time tracking and attendance. Any policy updates needed will be in place by October 1, 2018.

Sincerely,

A handwritten signature in black ink, appearing to read 'Isabel Mercedes Cumming', written in a cursive style.

Isabel Mercedes Cumming, Inspector General  
Office of the Inspector General

Cc: Hon. Catherine E. Pugh, Mayor of Baltimore City  
Hon. Bernard C. Young, President, City Council  
Hon. Joan M. Pratt, Baltimore City Comptroller  
Honorable Members of the Baltimore City Council  
Hon. Andre M. Davis, City Solicitor