

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



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

**Investigative**  
**Report Synopsis**

**OIG Case # 23-0046-I**

**Issued: May 15, 2025**



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



May 15, 2025

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 and investigate complaints of fraud, financial waste, and abuse.

The Office of the Inspector General (OIG) received an anonymous complaint alleging that a Baltimore City Fire Department (BCFD) employee (BCFD Employee) had failed to disclose an arrest and ensuing incarceration. Additionally, the complainant alleged that the BCFD Employee should have been deemed ineligible for promotion due to the mandatory criminal background check.

### **Background**

Per the BCFD Manual of Procedure (MOP) 339-1, all members must submit a written report if involved in any legal proceedings, such as civil, criminal, or traffic matters. If a member is arrested, indicted, charged, incarcerated, or detained, they must provide detailed information in a special report.

The Public Safety Infirmary (PSI), identified by MOP 327, offers medical services for on-duty illnesses. These services include diagnostics, treatment, and referrals. The OIG learned that employees could see a PSI-affiliated doctor to determine if they qualify for leave. This assessment can be done in one day, allowing the employee to be effectively off-duty on the same day as their PSI visit.

### **Investigation**

The OIG investigation found that the BCFD Employee had a prior arrest in 2018 for driving under the influence and was arrested in 2019 for driving with a suspended or revoked license. The OIG reviewed the BCFD investigation into the BCFD's Employee's failure to report the arrest. The BCFD investigative report found that the BCFD Employee did not report their arrest and the court sentence they received.

During the BCFD Employee's disciplinary hearing proceedings, a BCFD Deputy Chief asked the BCFD Employee if they knew about the rule stating that any arrest requires a special report to be written and submitted. The BCFD Employee replied that they were unfamiliar with BCFD MOP 339 as they were not driving while on duty or had a City driver permit. The hearing officer recommended dismissing all charges, but the reviewing officer did not concur and recommended a three-day suspension without pay for the final disposition.

According to court records, the BCFD Employee appeared to have been sentenced in early February 2020, with a requirement to report for confinement in early March 2020. Court records show the BCFD Employee was incarcerated for 24 days in March 2020, and was then to continue the sentence under house arrest until the end of May 2020.

#### **REPORT FRAUD, WASTE AND ABUSE**

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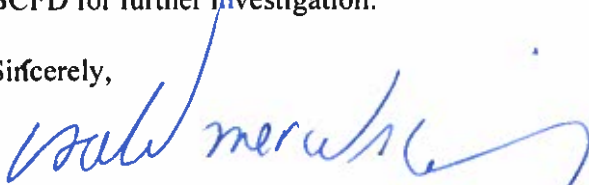
*This public synopsis is only a summary of a more comprehensive report of investigation submitted to the appropriate City management official*

The BCFD Employee visited PSI in late February 2020 and was placed off duty until June 2020. The investigation revealed that the BCFD Employee received payments from the BCFD from March 2020 until being released from home confinement at the end of May 2020. The BCFD Employee received regular pay and sick pay during that period. The BCFD Employee returned to work in June 2020. The BCFD paid the BCFD Employee approximately \$13,733.89.<sup>1</sup> The OIG referred the potential time theft to law enforcement for criminal investigation.

The OIG found the BCFD Employee was promoted to be a supervisor in 2021. A Department of Human Resources (DHR) employee (DHR Employee) stated the BCFD Employee's background check revealed findings, and the BCFD Employee was given five days to respond to the results. According to the DHR Employee, the BCFD Employee did not respond. The DHR Employee explained that the final hiring decision rests with the hiring agency.

Lastly, the OIG also learned that the BCFD Employee was arrested in 2024 for driving/attempting to drive vehicle while under the influence of alcohol and appeared to have been incarcerated for eight days. The OIG learned this arrest and conviction was not reported to BCFD. The OIG forwarded this information to BCFD for further investigation.

Sincerely,



Isabel Mercedes Cumming  
Inspector General

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

<sup>1</sup> The pay information was compiled from a Baltimore City Information and Technology spreadsheet legacy timecard data from the City's prior payroll system. The City transferred to Workday for timekeeping and payroll in January 2021. Due to the BCFD Employee's release from house arrest halfway into the last pay period, the amount was divided by two, resulting in an approximate total of \$13,733.89.