

OFFICE OF THE INSPECTOR GENERAL
CITY OF BALTIMORE



Isabel Mercedes Cumming

Inspector General

Investigative
Report Synopsis

OIG Case #26-0004-I

Issued: October 8, 2025



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



October 8, 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 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 regarding a City of Baltimore (the City) Department of Transportation (DOT) employee's (Employee 1) arrest and incarceration in July 2025, and that a DOT supervisor (Supervisor 1) failed to notify the DOT administration about Employee 1's arrest and incarceration as required by the City's policies. Furthermore, the complaint alleges that Supervisor 1 has input Employee 1's absence while they were incarcerated into the City's payroll database using Employee 1's available leave balances. The OIG investigated the allegations made in the complaint and summarized its actions and findings in this synopsis.

Background

Former Mayor Stephanie Rawlings-Blake issued Executive Order #083110 of the Mayor of Baltimore City, dated September 7, 2010, requiring all Baltimore City employees to notify their Agency Human Resources Officer within 24 hours of their arrest or conviction for any criminal offense other than a minor traffic violation (EO #083110). The Agency Human Resources Officer must promptly inform their Appointing Authority of an employee's arrest or conviction. Within 72 hours of learning about an employee's arrest or conviction, they shall hold an informal meeting to assess whether the arrest or conviction affects their ability to perform their job functions. If it is determined that the employee's ability to work is compromised, the Appointing Authority shall suspend the employee, with or without pay, as deemed appropriate. Later, using the terms outlined in EO #083110, the City's Department of Human Resources developed and enacted the City's *Policy and Procedures Governing Employee Arrest, Charge, or Conviction* to replace EO #083110.

OIG Investigation

The OIG reviewed Maryland Judiciary Case information and found that Employee 1 was arrested and has been incarcerated since June 2025, pending a trial, for the following misdemeanor criminal charges:

- Two counts of attempted carjacking;
- Two counts of attempted motor vehicle/unlawful taking;
- One count of assault in the second degree; and
- One count of malicious destruction of property.

REPORT FRAUD, WASTE AND ABUSE

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

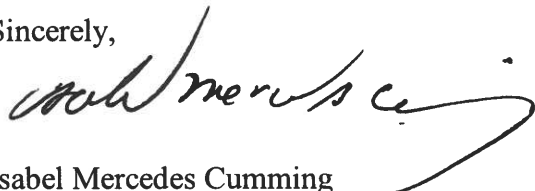
This public synopsis is only a summary of a more comprehensive report of investigation submitted to the appropriate City management official

Employee 1's time and attendance records were reviewed in the City's payroll database during the OIG investigation. The OIG learned that in June 2025 and July 2025, Supervisor 1 had entered approximately 103 hours of leave time for Employee 1, causing the City to pay Employee 1 approximately \$2,000 in gross income while Employee 1 was incarcerated.

OIG Findings

The issue was forwarded to the DOT administration for review and response to determine if Supervisor 1 violated EO #083110 or any City policies related to arrests, incarcerations, and payroll entries. According to DOT's response, Supervisor 1 received information about Employee 1's arrest but did not report this information to DOT leadership or human resources. As a result of the violation, DOT reported that Supervisor 1 received disciplinary action and will conduct agency-wide training for the City's arrest policy.

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