

OFFICE OF THE INSPECTOR GENERAL
CITY OF BALTIMORE



Isabel Mercedes Cumming
Inspector General

Investigative
Report Synopsis

OIG Case # 26-0031-I

Issued: March 25, 2026



OFFICE OF THE INSPECTOR GENERAL
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City Hall, Suite 635
100 N. Holliday Street
Baltimore, MD 21202



March 25, 2026

Dear Citizens of Baltimore City,

The Office of the Inspector General (OIG) is an oversight agency with the mission to promote accountability, efficiency, and integrity in City of Baltimore (City) government, as well as to investigate complaints of fraud, financial waste, and abuse. The following synopsis is a condensed version of the full 145-page report provided to the Mayor and City Solicitor. This synopsis does not contain all investigative information. This investigation was completed months before the City's removal of the OIG's direct access to records, files, and communications on February 6, 2026.

The investigation found the Employee's electronic communications contained statements regarding threats of physical violence and other inappropriate comments, which violate the City's Technology Acceptable Use Policy. Further, as numerous communications are with subordinates, these communications potentially could create and foster a toxic or hostile workplace environment for City employees.

Background

The City's [Technology Acceptable Use Policy](#) in the Administrative Manual (AM-118) establishes that users of the City's Information Technology (IT) resources are expected "to act in a responsible, professional, ethical, and law-abiding manner." The Policy states that as representatives of the City, users are responsible for all content created utilizing the City's IT resources, including emails, texts, chats, audio, voicemail, faxes, and images, whether digital or hard copy."

Under the Policy, the City owns all rights to all content created, updated, or maintained on its IT resources with few exceptions. The City reserves the right to access and monitor all messages, files, logs, and content created using City IT resources. The Policy establishes that communications or content may be subject to disclosure to Baltimore City IT, the OIG, the Law Department, law enforcement, or the Department of Human Resources. Users have no expectation of privacy when using City IT resources.

The OIG has issued several prior reports previously regarding potential violations of the Technology Acceptable Use Policy, inappropriate City employee correspondence, and use of City computers, including but not limited to:

- [25-0046-I](#): An employee sent a spreadsheet with 700 names, including juveniles, with their dates of births and arrest charges to a personal email address
- [23-0023-I](#): Inappropriate email correspondence
- [24-0017-I](#): Criminal conviction and City business documents sent to a personal email address
- [20-0014-I](#): Confidential upcoming bid information sent to a City vendor and other violations
- [19-0069-I](#): Misuse of City computer to access thousands of sexually explicit images
- [2018-0857](#): City employee had hacking tools and unauthorized access on City computer
- [2014-0362](#): City employee terminated for viewing 39 hours of pornographic material

REPORT FRAUD, WASTE AND ABUSE

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- [2017-0799](#): Department of Human Resources (DHR) leadership attempted to identify the sender of an anonymous email complaint regarding the DHR work environment

OIG Investigation

In the course of a separate investigation that began in Spring 2025, the OIG noted City correspondence that appeared to violate the City’s Technology Acceptable Use Policy and could impact other AM policies. Current and former employees also began reporting concerns about the Employee, describing the Employee’s communication issues and hostile management style. Employees met with the OIG off-site and requested that their information be held confidential due to fear of retaliation. It was suggested during some of the interviews that an email review could result in verification of their concerns.

The OIG reviewed the Employee’s email and Microsoft Teams (Teams) correspondence and determined numerous violations of AM-118 occurred over a year and a half period. The Employee’s AM-118 violations were separated from the ongoing investigation and moved to a new case number.

Inappropriate Correspondence

The Employee sent numerous Teams messages from their City user account to subordinates and employees in other agencies. Among the limited messages reviewed, the Employee wrote about causing physical harm to employees, used profanity and made disparaging comments about fellow City employees and agencies.

A limited sampling of the messages is included below. The OIG removed letters from the offensive words contained in the Employee’s correspondence and replaced them with asterisks (*) for the public.

1. In 2025, the Employee expressed in a message that they were “about to choke the sh*t out of [name redacted]¹.”
2. In 2025, the Employee wrote “[name redacted] is going to make me crack her skull.”
3. In a message from 2024, the Employee wrote they were “going to choke the sh*t out of [name redacted],”
4. In 2025, the Employee referenced again in multiple messages, writing “I’m about to fu**ing kill [name redacted]”, “I am going to fu**in kill him”, and “like kill him”
5. The Employee wrote to their subordinate in late 2024, “I literally want to throw something at him”
6. In 2024 and 2025, the Employee wrote the following about other City agencies:
 - Department of Audits –
 - “Fu** the auditor’s office” and “trash a** auditors”
 - Baltimore City Health Department (BCHD) –
 - “I want to shake the sh*t out of BCHD [reference removed]”

¹ The OIG has removed names from the quoted messages.

- The Mayor’s Office of Neighborhood Safety (MONSE) –
 - “we’re not going to be able to [*work term specific to Employee’s job redacted*] sh*t with MONSE” and “every component of their agency is a clusterfu**”
 - Department of Housing and Community Development (DHCD) –
 - “F*ck the whole [*reference removed*] department at DHCD”
7. In 2025, the Employee wrote the following to nine subordinates about an elected City Council Official and another subordinate employee who was not a recipient of the message:
- “[*City Council Official’s name redacted*] looking at [*initials of subordinate’s name redacted*] with lust in his eyes.”
8. In 2024 and 2025, the Employee wrote numerous messages about various employees:
- “[*name redacted*], I fly off the handle quick and I admit it, but this brawd is really testing my patience and level of give a f*ck”
 - “this brawd about to make me throw hands”
 - “that dude can kiss my a**” and “I still loathe that lil boy”

Furthermore, the OIG found the Employee and a subordinate messaged each other in 2025 regarding the subordinate’s permit applications for their personal residence. The Employee wrote “leverage your relationship!” and to “call [*name removed*]!”. The subordinate expressed they were “feeling guilty about that – like it was wrong to call someone and try to jump in line.” The Employee replied, “get your damn house fixed”, “nobody else respects process!”, and “please don’t believe that all 13k city employees follow process and don’t try to leverage where they can.” The Employee later added that “I had [*name removed*] call my building owner once”, “I was not playing”.

The Employee appeared to be aware that Teams messages could be subject to Maryland Public Information Act disclosure. In a 2025 message, the Employee instructed an employee, “don’t attribute the curse word to [*position title redacted*] in case this gets MPIA’ed”. The other employee replied that they fixed it, and the Employee responded, “oh I was just saying attribute it to me lol”.

Outline of Policy

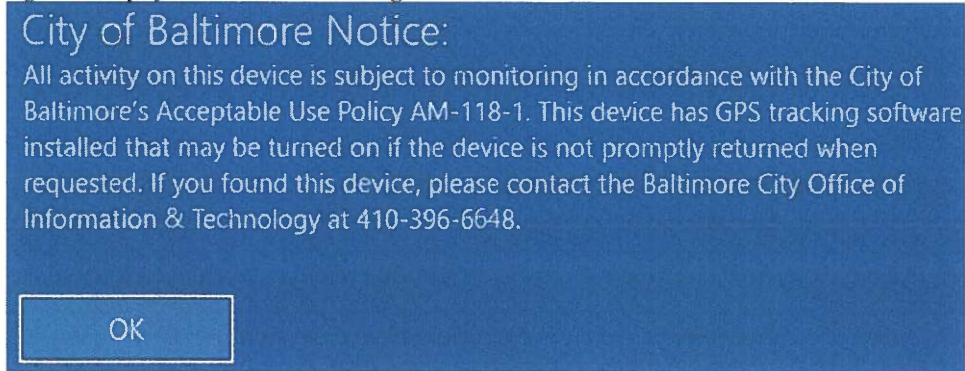
Per the Technology Acceptable Use Policy, an employee’s activity on a City computer is not owned by the individual, rather it is the property of City government. This includes, but is not limited to, desktop documents, email correspondence, and Teams, which is the City’s internal messaging platform. This information is also reflected when City employees log on to their computers, as shown in Figure 1 below. The notice explicitly states that “all activity on this device is subject to monitoring.” The employee by clicking the ‘OK’ button expressly consents to the terms of the policy.

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Figure 1: City of Baltimore Notice at Log-on

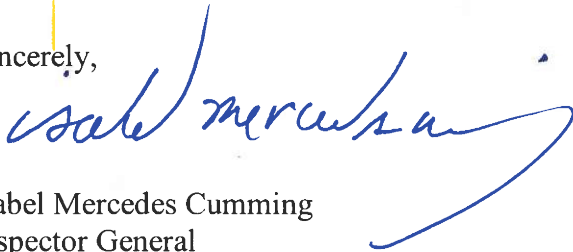


Findings

The Employee's messages violate the City's Technology Acceptable Use Policy and potentially impact other Administrative Manual policies. Further, as numerous communications are with subordinates, these communications potentially could create and foster a toxic or hostile workplace environment for City employees.

The City Charter mandates the OIG to promote integrity in City government. The report's findings were presented in-person to the Mayor and the City Solicitor (Solicitor) on December 11, 2025. The Inspector General wrote to the Mayor on January 2, 2026, asking for a written response by January 7th. The Inspector General was later verbally told by the Solicitor that additional time was needed as key personnel were out of the office, and a response would be provided on January 14, 2026. The Solicitor then verbally informed the Inspector General that the response would be given on January 21, 2026. On January 21, 2026, the Inspector General received a verbal response from the Solicitor. The OIG requested a written response from the Mayor on February 2, 2026, and received the Mayor's response on February 4, 2026 (see attached response).

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

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