

OFFICE OF THE INSPECTOR GENERAL

CITY OF BALTIMORE



Isabel Mercedes Cumming
Inspector General

Investigative Report Synopsis

OIG Case # 20-0048-I

Issued: May 27, 2020



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



May 27, 2020

Dear Citizens of Baltimore City,

The Office of the Inspector General (OIG) received a complaint alleging two Department of Public Works (DPW) employees committed time and attendance abuse. Specifically, the complaint alleged Office Support Specialist III, for DPW (Employee 1) and her husband, DPW Utilities Installation Repair Technician III (Employee 2) submitted inaccurate time sheets in order to receive pay for time not worked.

The Mission of the OIG is to promote accountability, efficiency and integrity in City government, as well as to investigate complaints of fraud, financial waste and abuse. The OIG investigation was initiated after DPW Human Resources (HR) discovered Employee 1 and Employee 2 (the Employees) submitted falsified requests for bereavement leave. The bereavement leave was determined to be fabricated after DPW HR confirmed the Employees were actually on a family cruise by reviewing pictures posted on Facebook.¹ DPW HR also discovered the obituaries submitted with the Employees bereavement leave requests were falsified after the documents were reviewed by the funeral home listed on the paperwork.² The DPW HR investigation resulted in the termination of the Employees from their respective positions in DPW.

The OIG investigation focused on the time and attendance practices of the Employees prior to termination. The OIG obtained and reviewed time and attendance records for the Employees from January 1, 2018 to March 6, 2020. The limited scope analysis identified multiple time and attendance issues that were of concern to the OIG.³

The OIG reviewed and compared the dates of Employee 1’s Facebook status with her timesheets, and attendance records in e-Time, the City’s timekeeping system. The OIG found Employee 1 regularly posted statuses about vacations and time off from work on her personal Facebook page. As illustrated in Table 1, OIG identified seven Facebook posts that indicated Employee 1 was not at work however, e-Time and her timesheets show that she received a full day of pay without the use of approved leave.

Table 1: Employee 1’s Identified Attendance Discrepancies

Facebook Post Date	Work Schedule on Timesheet	Leave used in e-Time	Location listed on Employee 1’s Facebook
2/2/2018	8:30 a.m. – 4:30 p.m.	No Leave Used	Ocean City
8/24/2018	8:30 a.m. – 4:30 p.m.	No Leave Used	Multiple Doctor’s Appointments
9/14/2018	8:30 a.m. – 4:30 p.m.	No Leave Used	Las Vegas, Nevada
3/1/2019	8:30 a.m. – 4:30 p.m.	No Leave Used	Convenience store in Georgia
5/13/2019	8:00 a.m. – 4:00 p.m.	No Leave Used	Las Vegas, Nevada
7/29/2019	8:00 a.m. – 4:00 p.m.	No Leave Used	Restaurant in North Carolina
9/12/2019	8:00 a.m. – 4:00 p.m.	No Leave Used	Restaurant in Virginia

1 Facebook is an online social media and social networking service.

2 The funeral home confirmed the information written on the funeral attendance slips were not consistent with their records of recent deaths, funerals, or memorial services.

3 The OIG did not conduct interviews with the Employees due to the DPW HR investigation resulting in their termination prior to the conclusion of the OIG investigation.

REPORT FRAUD, WASTE AND ABUSE

The OIG observed, Employee 1 regularly included Employee 2 in her Facebook posts to associate his presence at a referenced location. The OIG reviewed and compared Employee 2's timesheets and e-Time entries with the Facebook posts he was tagged⁴ in by Employee 1. As outlined in Table 2, the OIG found three instances where Employee 2 requested and used approved sick leave but was observed on Facebook at an event with Employee 1. The OIG found that Employee 2's use of sick leave was in violation of the Baltimore City Sick Leave Policy which states accumulated sick leave days may be used by employees who are required to be absent from duty because of personal sickness whether physical or mental, injury, or prenatal or postnatal disability.

Table 2: Employee 2's Identified Misuse of Sick Leave

Facebook Post Date	Work Schedule on Timesheet	Leave Used in e-Time	Location listed on Employee 1's Facebook
2/2/2018	8:00 a.m. – 4:00 p.m.	Sick Leave	Ocean City
7/29/2019	8:00 a.m. – 4:00 p.m.	Sick Leave	Restaurant in North Carolina
9/12/19	8:00 a.m. – 4:00 p.m.	Sick Leave	Restaurant in Virginia

The information contained the OIG report has been sent to the Baltimore City Law Department for review.

Sincerely,



Isabel Mercedes Cumming, Inspector General
Office of the Inspector General

Cc: Hon. Bernard C. "Jack" Young, Mayor of Baltimore City
Hon. Brandon Scott, President, City Council
Hon. Joan M. Pratt, Baltimore City Comptroller
Honorable Members of the Baltimore City Council
Hon. Dana P. Moore, Acting City Solicitor

⁴ Tagging identifies and links the Facebook page of a person associated with a post, photo or status update shared on Facebook.