OFFICE OF THE INSPECTOR GENERAL
CITY OF BALTIMORE

Isabel Mercedes Cumming

Inspector General

Investigative Report Synopsis

OIG Case # 19-0090-I

Issued: December 30, 2019

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

December 30, 2019

Dear Citizens of Baltimore City,

The Office of the Inspector General (OIG) conducted an investigation regarding an employee in the Department of Human Resources (DHR) who was alleged to have submitted altered documents in support of a request for leave as an accommodation under the Americans with Disabilities Act (ADA).

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 investigation determined that the employee changed the return to work date on the ADA form, thereby authorizing the employee to remain out of work for an additional two weeks. The employee admitted to changing the date in order to remain out of work until after the employee finished taking a prescribed medication.

The employee further claimed to have been previously authorized to make such changed by other DHR employees. The OIG interviewed the other employees, who denied advising anyone that they could personally change the documents submitted in support of medical leave.

After receiving the OIG's report, and providing the employee with a hearing, DHR elected to terminate the employee.

Attached is DHR Director's response.

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. Andre M. Davis, City Solicitor