

**Baltimore City Recreation and Parks
Director Response**

Case # 21-0011-I

CITY OF BALTIMORE

**BERNARD C. "JACK" YOUNG,
MAYOR**



**DEPARTMENT OF
RECREATION AND PARKS**

REGINALD MOORE, *Executive Director*
Dr. Ralph W. E. Jones, Jr. Building
3001 East Drive - Druid Hill Park
Baltimore, Maryland 21217
410-396-7900

Wednesday, September 23, 2020

Attn: Isabel Mercedes Cumming, *Inspector General*
Office of the Inspector General (OIG)
100 North Holliday Street, Suite# 635
Baltimore, MD 21202

RE: OIG Management Alert Case # 21-0011-I

Dear Inspector General Cumming,

The City of Baltimore, Department of Recreation and Parks (BCRP) has received and reviewed the September 11, 2020 memo and related documentation pertaining to the Office of the Inspector General (OIG) complaint Case # 21-0011-I. The complainant alleged inappropriate behavior by a BCRP employee, [REDACTED]. More specifically, the complaint alleged that [REDACTED] destruction and removal of the Black Lives Matter (BLM) art exhibit from the Patterson Park on July 31, 2020 was racially motivated. Furthermore, the complainant alleged that [REDACTED] has failed to address several concerns regarding [REDACTED] that have been brought to his attention.

Due to the nature of the allegations, BCRP-Human Resources (HR) Office along with the OIG conducted an investigation to determine if [REDACTED] actions were racially motivated, if [REDACTED] failed to address concerns and if any policies were violated. Based on the findings of the investigation, [REDACTED] temporary employment with the City has been ended. The investigation revealed poor leadership on behalf of [REDACTED], which also resulted in his termination.¹

As a result of the investigation, BCRP management has prohibited the rangers from using equipment commonly associated with law enforcement functions until they receive proper training and there are updated BCRP Park Ranger guidelines. BCRP management is currently in the process of evaluating the ranger program to determine if the program best fits the City's and BCRP's need.

BCRP is committed to ensuring that it holds all employees accountable for their actions, that employees are well trained and equipped for their positions and that all our programs are in the best interest of the City and its residents.

¹ BCRP-HR's investigation revealed that [REDACTED] knowingly allowed two employees involved in a personal relationship to work in a supervisory and employee capacity. Furthermore, he inappropriately communicated with his staff and repeatedly failed to address concerns that were brought to his attention.

Thank you for your time and consideration.

Respectfully,

A handwritten signature in blue ink, appearing to read 'Reginald Moore', written in a cursive style.

Reginald Moore

Executive Director

City of Baltimore, Department of Recreation & Parks (BCRP)