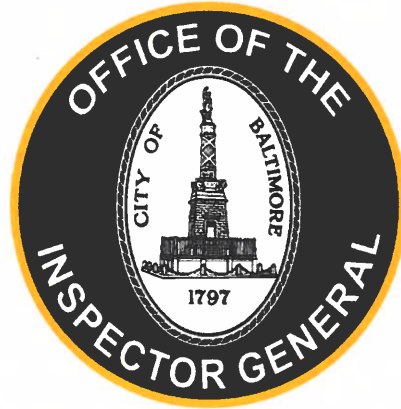


**OFFICE OF THE INSPECTOR GENERAL  
CITY OF BALTIMORE**



**Isabel Mercedes Cumming  
Inspector General**

**Investigative  
Report Synopsis**

**OIG Case # 20-0004-I**

**Issued: August 22, 2019**



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



August 22, 2019

Dear Citizens of Baltimore City,

The Office of the Inspector General (OIG) was alerted to the existence of potential racist, anti-Semitic, and derogatory postings on Twitter by a Department of Public Works employee. The OIG investigation confirmed the existence of a Twitter account purportedly belonging to the employee. A review of the Twitter account identified 17 tweets between April and May of 2019 that could be viewed by a reasonable person as intentionally racist, anti-Semitic, or derogatory.

A review of the timestamps of the tweets and the employee's timecard by the OIG found he may have been on City time when the 17 tweets were posted. Rule 40, Section L of the DPW Personnel Policy states the following:

*Employees shall conduct themselves at all times in a manner becoming of a City employee, and shall not bring scandal, expense or annoyance upon the City through... improper or notorious behavior.*

The conduct of the employee with regard to the potentially offensive tweets brought considerable media attention to the City of Baltimore and the Department of Public Works. This may be viewed by a reasonable person as violative of the above DPW Personnel Policy. Without question, the postings were not representative of all City employees or of the environment of inclusion and respect that are hallmarks of Baltimore City government employment. In a response from the Department of Public Works, it was noted the employee is no longer employed by the City of Baltimore.

The OIG appreciates the assistance of the Department of Public Works and the Baltimore City Office of Information and Technology.

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

**REPORT FRAUD, WASTE AND ABUSE**

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