

OFFICE OF THE INSPECTOR GENERAL



INVESTIGATIVE REPORT

OIG CASE 332

August 19, 2024

Jon T. Rymer, OIG Inspector General



OFFICE OF INSPECTOR GENERAL

REPORT OF INVESTIGATION

CASE NUMBER: #332

Jon T. Rymer
Inspector General

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Issue Date: August 19, 2024

To: Michelle N. Romney, Chief of Human Resources, WSSC

EXECUTIVE SUMMARY EVALUATION OF MILITARY LEAVE

The Office of the Inspector General (OIG) was established in 2018 by Maryland law as an independent entity of the Washington Suburban Sanitary Commission (WSSC) to assist in improving and preserving the integrity of the Commission programs, policies, practices and operations. According to Maryland Annotated Code, Public Utilities Article (PUA) Division II, § 17-604 and Chapter 2.60, Fraud, Waste and Abuse of the Washington Suburban Sanitary Commission (WSSC) Code of Regulations (Code), the OIG is mandated to prevent, detect, and investigate fraud, waste and abuse of Commission property and funds. The OIG is also required to ensure public accountability by preventing, investigating, and reporting instances of fraud, waste, and abuse of Commission property or funds, and examine, evaluate, and report on the adequacy and effectiveness of the systems of internal controls and their related accounting, financial, technology, and operational policies.¹

In June 2024, the OIG received a complaint alleging that a WSSC employee was improperly receiving their full salary and related employee benefits while on active military duty during fiscal year 2024.

After a thorough investigation, the OIG determined that this allegation was **unsubstantiated**. The review confirmed that WSSC's Human Resources and Payroll Departments adhered to the provisions of the *Uniformed Services Employment and Reemployment Rights Act of 1994* (USERRA), Maryland Annotated Code, Public Safety Article, § 13-706, and WSSC's Manual of Standard Procedures Chapter 9.290, which governs military leave, rights, and benefits. It was appropriate for the Commission to place the employee on administrative leave and continue providing full salary and benefits to the employee while serving under active military duty orders from the Governor of Maryland.

¹ See PUA, § 17-605 (2) and (3).