



# OFFICE OF THE INSPECTOR GENERAL

Montgomery County, Maryland



## MEMORANDUM OF INVESTIGATION

**TO:** Richard S. Madaleno  
Chief Administrative Officer

**FROM:** Megan Davey Limarzi, Esq.  
Inspector General *ML*

**DATE:** February 28, 2024

**SUBJECT:** Public Synopsis: Misconduct by a Senior MCFRS Employee

The Office of the Inspector General (OIG) recently concluded an investigation regarding allegations of misconduct by a senior Montgomery County Fire and Rescue Service (MCFRS) employee. The investigation was predicated on a complaint received on January 2, 2024, alleging several incidents of inappropriate conduct by the subject employee.

Our investigation revealed that in 2021 the subject employee violated the “hands-off” and decorum provisions of MCFRS Executive Regulation 22-00AM *Code of Ethics and On-Duty Personal Conduct*. The investigation also revealed that during a different event in 2019 the subject employee used language that violated the decorum provisions of MCFRS Executive Regulation 22-00AM *Code of Ethics and On-Duty Personal Conduct*.

MCFRS Executive Regulation 22-00AM *Code of Ethics and On-Duty Personal Conduct* states that on-duty personnel must “...behave in a professional manner that reflects favorably on the Montgomery County Fire and Rescue Service...be courteous and respectful toward the public, each other...maintain proper decorum and behavior...refrain from any horseplay that a reasonable person should know may injure someone...behave with professionalism regarding any physical contact. Unwelcome or offensive touching is prohibited.”

Additionally, MCFRS Executive Regulation 22-00AM *Code of Ethics and On-Duty Personal Conduct* states that on-duty personnel *must not* “refer to or speak to any other person or group in a way that may reasonably be construed as demeaning or constituting discrimination...engage in any unbecoming conduct...use violent, insolent, or obscene language or behavior at any time.”

I am referring this matter to you for whatever action you deem appropriate.

Please contact me with any questions.