


TO: File
FROM: Eric Gandy, Chief of Police 
CC:
DATE: August 19, 2024
RE: Office of Professional Standards Investigation #IA2024-005

Involved Employee

Officer Scott Penna has been with the agency for 11 years and 5 months.

Allegation

It was alleged that on January 18, 2023, Officer Scott Penna was injured on duty. Since the date of injury, Officer Penna has received significant medical treatment to include surgery on August 22, 2023 and subsequent physical therapy post-surgery. It is alleged that post-surgery, Officer Penna has intentionally and fraudulently misrepresented his subjective pain symptoms and level of disability/functional impairment for the purpose of obtaining workers compensation benefits and a disability pension, which he applied for on February 22, 2024. The appropriate general order for the allegations involving Officer Penna are as follows:

Disposition

212.17 Using City Owned Computer Equipment for Personal Use- Members shall not use city owned computer equipment for unauthorized personal use. This includes any word processing programs, Internet applications, FCIC/NCIC/DAVID/Odyssey, or other peripherals which the city maintains proprietary license. (Level 5)

213.47 Untruthfulness- Members shall be truthful to supervisors, subordinates, or other city members whether under oath or not. (Level 5) (Multiple Instances)

213.49 On/Off-duty Conduct – Morale/Efficiency – Image/Public Confidence- No member shall engage in conduct on or off-duty which adversely affects the morale or efficiency of the agency; nor shall any member engage in conduct on or off-duty which has a tendency to destroy public respect for the member and/or the agency and/or destroy confidence in the operation of the municipal service or which tends to affect the members performance in the work setting whether or not such act is a criminal offense. (Level 5)

213.63 Sick Leave/False Statement- Members shall not feign illness or injury, falsely report themselves ill or injured, or otherwise deceive or attempt to deceive any official of the agency as to the condition of their health. (Level 5)

213.64 Falsifying Reports- Members shall not knowingly falsify personal or city records or

reports, including accident, insurance, or medical records or reports; employment applications; purchase orders; time sheets or any other reports, record, applications, or correspondence. (Level 5) (Multiple Instances)

213.76 Misdemeanors- Members shall not commit a crime defined by state or federal law as a misdemeanor, whether chargeable or not. (Level 5)

213.77 Felonies- Members shall not commit a crime defined by state or federal law as a felony, whether chargeable or not. (Level 5) (Multiple Instances)

Based on the facts documented in the administrative investigation, the Discipline Review Board sustained the allegations against Officer Penna.

Discipline/Corrective Action

In accordance with progressive discipline guidelines, Officer Penna was terminated.