PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

February 5, 2026
AGENDA
10:00 AM

Meeting Location: CA Commission on POST Headquarters, 860 Stillwater Road - Training Rooms A/B, West Sacramento, CA 95605.

The Peace Officer Standards Accountability Advisory Board (Board) operates under the requirements set forth by the Bagley-Keene Open Meeting Act (Bagley-Keene) under Government Code sections 11120 through 11132. Bagley-Keene generally requires that the Board publicly notice meetings, prepare agendas, allow public participation, and conduct meetings in a location accessible to public members unless specifically authorized by Bagley-Keene to meet in closed session.

Public comment will be limited in time at the discretion of the Board Chair. The public comment period preceding items on the agenda will allow members of the public to comment on items not on the agenda but that are within the Board's jurisdiction. The Board cannot act on or deliberate on items not on the agenda and can discuss the matter only to the extent necessary to determine whether it should be made an agenda item at a future meeting, to respond briefly to statements or questions posed during public comment or to request clarification, or to refer the item to staff. Agenda items may be taken out of order and action (e.g., voting) may be taken on any agenda item. Public comment relating to each item on the agenda will be allowed at the time each matter is heard. Members of the public who wish to participate during public comment may do so in person by attending the meeting, or, as stated hereafter, by telephonic means or by submitting written public comment.

Written public comment is intended to allow members of the public, if unable to attend in person, an opportunity to participate to the same degree as if they attended in person; as such, written comments should be limited to no more than three pages in length and longer written comment will not be accepted or distributed to Board members. To be considered for inclusion in the meeting record, written comments by no later than 10 a.m. on the fourth business day before the scheduled meeting. Accepted written public comments will be published on POST's website under the Public Comment section under the corresponding meeting date. Written public comments can be submitted via email to posadpc@post.ca.gov. Telephonic public comment can be made by dialing (916) 866-9583 and following the prompts provided.

Persons requesting disability-related accommodations or modifications may do so by contacting the Board assistant at (916) 227-3909 (voice), posadpc@post.ca.gov (email), or Speech-to-Speech users may dial 7-1-1 for the California Relay Service to request special accommodations. Please note: This meeting and all public meetings will be recorded.

No weapons are allowed on the premises during public meetings. Upon entering POST's

facility, you are subject to a weapons screening and will be denied entry if you possess any weapon. POST's Executive Director retains the discretion to grant exceptions for duly-authorized individuals, such as on or off-duty law enforcement officers who are not the subject of a POST administrative investigation, suspension, or decertification action.

I. **CALL TO ORDER**

II. **ROLL CALL OF POSAAB MEMBERS**

Dr. Nicole Clavo Psy.D - Governor Appointee - Public Member
Regina Hatcher-Crawford - Governor Appointee - Public Member
Robert Doyle - Governor Appointee - Former Command Rank Peace Officer
Joyce E. Dudley - Chair - Governor Appointee - Attorney
Cephus Johnson - Governor Appointee - Public Member
Captain Charles Lara - Governor Appointee - Management Rank Peace Officer
Margaret Pena - Speaker of Assembly Appointee - Public Member
Vacant (Formerly Buchen) - Senate Rules Appointee - Public Member
Vacant (Formerly Glaser) - Governor Appointee - Public Member

III. **PUBLIC COMMENT FOR ITEMS NOT ON THE AGENDA**

The Board Chair will advise the audience of the following:

This time is set aside for members of the public who wish to comment on items not on the agenda but within the board's jurisdiction. Public comment on matters on the agenda will be heard at the time each item is called. Public comment on specific peace officer revocation cases to be heard today will be heard at the time of the hearing of each such matter. Members of the public who wish to speak during the public comment period may be asked to limit their remarks in time at the discretion of the Board Chair.

IV. **ASSISTANT EXECUTIVE DIRECTOR COMMENTS**

V. **NEW BUSINESS**

a. Election of Vice Chair (Incumbent: Doyle)

The purpose of this item is to select a Vice Chair for 2026.

b. Report on Data for Serious Misconduct Reporting, Investigations, and Disciplinary Action Outcomes

This item is presented for information only. No action is required.

VI. **APPROVAL OF MEETING TRANSCRIPTS**

Approval of meeting transcripts from the previous Peace Officer Standards Accountability Advisory Board Meeting held on October 09, 2025 and November 06, 2025 Meetings.

a. Approval of Meeting Transcript from the October 09, 2025 and November 06, 2025 Meetings

If the Board concurs, the appropriate action would be a **MOTION** to approve the meeting transcripts from the last Board meetings.

VII. **NEW CASES - REVIEW, DISCUSSION AND RECOMMENDATIONS TO COMMISSION**

a. POST2316280 - Khammouane Kevin Thakham (POST ID: A45-Q53) Last Employing Agency: Fresno Police Department (Current)

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigations presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

b. POST2402838 - Elliott Lopez (POST ID: C15-H32) Last Employing Agency: California Highway Patrol

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigations presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

c. POST2403212 - Richard Adams (POST ID: C56-Q43) Last Employing Agency: California Highway Patrol

The Peace Officer Accountability Advisory Board (POSAAB) shall review the findings of investigations presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

VIII. **CLOSED SESSION**

At this time the meeting will adjourn into closed session for for deliberations on the cases presented today.

IX. **FUTURE BOARD MEETING DATES**

Upcoming Board meetings will be held:

- April 15-16, 2026 - POST, West Sacramento
- July 15-16, 2026 - POST, West Sacramento
- October 14-15, 2026 - POST, West Sacramento

Board meeting dates are tentative and subject to cancellation pending POST receiving requests from subject officers to have their cases heard before the Board.

X. **ADJOURNMENT**

AGENDA ITEM REPORT

Title: POST2316280 - KHAMMOUANE KEVIN THAKHAM (POST ID: A45-Q53) LAST EMPLOYING AGENCY: FRESNO POLICE DEPARTMENT (CURRENT)

REPORT PROFILE

MEETING DATE 02/05/2026	**BUREAU SUBMITTING THE REPORT** Professional Conduct Central Bureau	
RESEARCHED BY Robert Tripp		**REVIEWED BY** Brian South
REPORT DATE	**APPROVED BY**	**DATE APPROVED**
PURPOSE		**FINANCIAL IMPACT** No

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

The matter is before the Peace Officer Standards Accountability Advisory Board (POSAAB) for review and recommendations regarding the subject peace officer's certification status.

BACKGROUND:

Respondent began his employment with the Fresno Police Department on August 16, 1994 as a Reserve Officer-Level 2, becoming a full-time Police Officer on November 4, 1996. At the time of the events at issue, Respondent was employed as Police Officer with the rank of Corporal in the Fresno Police Department and is currently a Police Officer with the same agency. At the time of this incident, Respondent held a peace officer position as defined under California Penal Code §830.2(a) and is required to be certified pursuant to California Penal Code §13510.1(a).

In 2022, Respondent and a female acquaintance (hereinafter, "Victim 1") began a dating relationship and subsequently became cohabitants. In approximately July 2023, Victim 1 moved out of Respondent's residence and avoided communication with Respondent. In an effort to compel Victim 1 to resume communication, Respondent made three anonymous calls to the Fresno Police Department non-emergency number (one on August 10,2023 and two on August 11, 2023) and falsely reported an ongoing violent domestic disturbance at the apartment occupied by Victim 1 and her son (hereinafter "Victim 2"). On both dates, police responded to what they believed was a genuine emergency but

determined there was no disturbance. During the police response on August 11, 2023, Victim 1 and Victim 2 reported their suspicions that Respondent was responsible for the false reports. Fresno Police Department opened an internal affairs investigation and determined Respondent was in fact responsible for the three anonymous false reports. In an interview with Internal Affairs conducted on October 10, 2023, Respondent admitted he had placed the three anonymous calls; that the events he reported in the calls did not happen; and that he made those false reports to prompt an emergency police response to the residence of Victim 1 and Victim 2. Respondent stated he did this because he believed the disruption caused by the police response would prompt Victim 1 to reach out to him for advice and perhaps resume their relationship. Respondent repeated these admissions in an interview with POST conducted on November 6, 2025.

Following the conclusion of the internal affairs investigation, Respondent was proposed for dismissal. This discipline was reduced to a 160-hour suspension, demotion from the rank of Corporal, and a last-chance agreement imposed for the duration of Respondent's continued employment. Respondent served his suspension and remains employed as a Fresno Police Department Police Officer.

Audio/Video Evidence Links:

- **BR17 POST2316280 Thakham Kevin First Call Redacted 1**
- **BR18 POST2316280 Thakham Kevin Second Call Redacted**
- **BR19 POST2316280 Thakham Kevin Third Call Redacted**
- **BR20 POST2316280 Thakham Kevin Axon 2253 225252 225613 redacted**
- **BR21 POST2316280 Thakham Kevin Axon 2253 225947 225953 redacted**
- **BR22 POST2316280 Thakham Kevin Axon2253 231225 231246 redacted**
- **BR23 POST2316280 Thakham Kevin Axon2253 231346 231425 redacted**
- **BR24 POST2316280 Thakham Kevin Axon2254 225832 225842 redacted**
- **BR25 POST2316280 Thakham Kevin Axon2254 230728 230805 redacted**
- **BR26 POST2316280 Thakham Kevin Axon2254 231240 231432 redacted**
- **BR27 POST2316280 Thakham Kevin Axon2254 231528 221608 redacted**
- **BR28 POST2316280 Thakham Kevin Axon2356**

235816 235910 redacted

ANALYSIS:

Clear and convincing evidence substantiated that the Respondent violated California Penal Code §13510.8(b)(1) and Commission Regulation §1205(a)(1), Dishonesty. The Respondent knowingly and deliberately provided false information regarding the reporting of an ongoing violent disturbance to a Fresno Police Department dispatcher. The Respondent admitted to internal affairs and to POST that he had no knowledge of any crime or disturbance and that he dishonestly made the false report to pressure Victim 1 into resuming a romantic relationship with him.

Clear and convincing evidence also substantiated that the Respondent violated California Penal Code §13510.8(b)(6) and Commission Regulation §1205(a)(6), Acts that violate the law. California Penal Code §148.3(a) states that any individual reporting an "emergency" -- defined as a situation that could result in a response by a public official in an authorized emergency vehicle -- to a government entity knowing that the emergency does not exist is guilty of a misdemeanor. Although Respondent was not charged, he admitted to making a false report to the Fresno Police Department about an emergency knowing there would be an emergency response, thereby addressing the elements of California Penal Code §148.3(a). This illegal activity was repeated three times over a period of 41 hours and was egregious because Respondent deliberately placed his fellow officers, the victims, and the public at risk due to the inherent dangers of any emergency response. The Respondent's actions also represented a glaring contradiction with his obligation to uphold the law, in particular with respect to domestic violence and stalking.

RECOMMENDATION:

The Peace Officer Standards Accountability Advisory Board (POSAAB) shall review the findings of investigations presented by the Peace Officer Standards Accountability Division (POSAD) and make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

ATTACHMENT(S):

BR01_POST2316280_Thakham Kevin_ISF.pdf
BR02_POST2316280_Thakham Kevin_ExecReviewDivisionRec.pdf
BR03_POST2316280_Thakham Kevin_POST Profile_Redacted.pdf
BR04_POST2316280_Thakham Kevin_AgencyIA_Redacted.pdf

BR05_POST2316280_Thakham Kevin_FinalOrderDiscipline_Redacted.pdf
BR06_POST2316280_Thakham Kevin_FirstCallTranscript_Redacted.pdf
BR07_POST2316280_Thakham Kevin_SecondCallTranscript_Redacted.pdf
BR08_POST2316280_Thakham Kevin_ThirdCallTranscript_Redacted.pdf
BR09_POST2316280_Thakham Kevin_IncidentReport2308111305_Redacted.pdf
BR10_POST2316280_Thakham Kevin_EventLog2308100278_Redacted.pdf
BR11_POST2316280_Thakham Kevin_EventLog2308111305_Redacted.pdf
BR12_POST2316280_Thakham Kevin_IAInterviewTranscript_Redacted.pdf
BR13_POST2316280_Thakham Kevin_POSTInterviewTranscript_Redacted.pdf
BR14_POST2316280_Thakham Kevin_Domestic Violence Training Outline.pdf
BR15_POST2316280_Thakham Kevin_TextImage6477_Redacted.pdf
BR16_POST2316280_Thakham Kevin_FresnoPoliceNeighborhood Watch.pdf