POST COMMISSION

March 4, 2026
AGENDA
10:00 AM

Meeting Location: Caltrans District 11 Office - Gallegos Room - 4050 Taylor Street - San Diego, CA 92110

The Commission on Peace Officer Standards and Training (Commission) 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 Commission 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 Commission 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 Commission's jurisdiction. The Commission 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 comments relating to specific peace officer revocation cases 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 by submitting written public comment.

Written public comments are 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 comments will not be accepted or distributed to the Commission. To be considered for inclusion in the meeting record, written comments must be received by POST no later than 10 a.m. on the fourth business day (02/26/2026) 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 commissionpc@post.ca.gov.

Persons requesting disability-related accommodations or modifications may do so by contacting the Commission assistant at (916) 227-3909 (voice), commissionpc@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.

CALL TO ORDER AND WELCOME

COMMISSION MEMBERS

Alan Barcelona
Ingrid Braun
Rick Braziel - Vice Chair
Jim Cooper
Justin Doering
Charles Duggan
P. Lamont Ewell
Kelly Gordon
Jacob Johnson
Geoff Long - Chair
Michael Moodian
Shannan Moon
Tina Nieto
Freddie Rodriguez
Benjamin Therriault
Stephen Woolery- Ex-Officio
Vacant (Elected County Official)
Vacant (Sergeant or Below)

FLAG SALUTE

OPENING REMARKS

ROLL CALL OF COMMISSION MEMBERS

INTRODUCTION OF POST ADVISORY COMMITTEE CHAIR, POST LEGAL COUNSEL, AND THE EXECUTIVE DIRECTOR

The Commission Chair will introduce the POST Advisory Committee Chair, POST Legal Counsel, and the Executive Director.

PUBLIC COMMENT

The Commission Chair will advise the audience of the following:

This is the time on the agenda for public comment. This time is set aside for members of the public to comment on either items on the Commission agenda or issues not on the agenda but pertaining to POST Commission business. 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 are asked to limit their remarks to no more than three minutes each. Please be advised the Commission cannot take action on items not on the agenda.

EXECUTIVE DIRECTOR COMMENTS

The Commission Chair will introduce POST Executive Director, Manny Alvarez.

1. **APPROVAL OF TRANSCRIPT AND ACTION SUMMARY**

Approval of the Transcript and Action Summary from the previous Commission meeting held on December 03, 2025 in West Sacramento, CA.

1a. Commission Meeting Transcript - December 03, 2025, West Sacramento, CA

If the Commission concurs, the appropriate action would be a **MOTION** to approve the Transcript from the previous Commission meeting.

1b. Commission Meeting Action Summary - December 03, 2025, West Sacramento CA

If the Commission concurs, the appropriate action would be a **MOTION** to approve the Action Summary from the previous Commission meeting.

2. **CONSENT**

2a. Report on Status of Proposed Regulatory Actions

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

2b. Report on Certification/Decertification Update

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

2c. Report on Course Certification Statistics

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

2d. Report on the Creation and Initial Priorities of the Compliance, Audit and Accountability Bureau (CAAB)

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

2e. Report on Legislative Update

This is a legislative report with bills of interest from the 2025 legislative session. Some of these bills may affect POST operations and/or affect law enforcement. It is not a complete list of bills that could impact law enforcement.

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

2f. Report on Regulation 1005 Update

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

3. **FINANCE - CONTRACTS**

The Bureau Chief of the Administrative Services Bureau will provide a report on the fiscal status of POST and request spending authority for Fiscal Year 2026–2027 contracts anticipated to exceed the Executive Director's $250,000 spending authority.

3a. Report on Request to Renew the Contract for Use of Force/De-escalation Training (UOF)

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Use of Force/De-escalation Training budget in the amount of $651,537.76.

3b. Report on Request to Renew the Contracts for Supervisory Course

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Supervisory Course budget in the amount of $1,644,142.49.

3c. Report on Request to Renew the Contract for Sherman Block Supervisory Leadership Institute (SBSLI)

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Sherman Block Supervisory Leadership Institute budget in the amount of $2,875,152.43.

3d. Report on Request to Renew the Contract for the Robert Presley Institute for Criminal Investigation (ICI)

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Institute for Criminal Investigation program budget in the amount of $5,427,791.71.

3e. Report on Request to Renew the Contract for the Instructor Development Institute (IDI)

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Instructor Development Institute program budget in the amount of $657,623.62.

3f. Report on Request to Renew the Contract for the Quality Assessment Program (QAP)

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Quality Assessment Program budget in the amount of $ 698,134.50.

3g. Report on Request to Renew the Contracts for the POST Management Course (PMC)

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed POST Management Course program budget in the amount of $1,865,933.80.

3h. Report on Request to Renew the Contract for the POST Command College (CC)

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed POST Command College Course budget in the amount of $553,531.30.

3i. Report on Request to Renew the Contract for the POST Executive Development Course (EDC)

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Executive Development Course budget in the amount of $373,929.70.

3j. Report on Request to Renew the Contract for the Museum of Tolerance (MOT)

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Simon Wiesenthal Center, for the presentation of, the Museum of Tolerance program budget in the amount of $1,556,000.00.

3k. Report on Contract Expenditures Year-to-Date for Fiscal Year 2025-2026

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

3l. Report on Expenditures Year-to-Date for Fiscal Year 2025-2026

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

3m. Report on Contracts Requiring Approval by the Commission for Fiscal Year 2026-2027

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

3n. Report on Request to Renew the Contract for Basic Academy Emergency Vehicle Operation Course (EVOC) Driver Training

If the Commission concurs, the appropriate action would be a **MOTION** to authorize the Executive Director to enter into contracts for the EVOC program in an amount not to exceed $4,822,500.00.

3o. Report on Request to Renew the Contract with the State Controller's Office (SCO)

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed inter-agency agreement with the State Controller's Office (SCO) to audit law enforcement agency and presenter reimbursement claims in the amount not to exceed $250,000.

3p. Report on Request to Contract with Mark43 for Maintenance Agreement

If the Commission concurs, the appropriate action would be a **MOTION** to authorize the Executive Director to enter into contracts for the Mark43 maintenance agreement in an amount not to exceed $2,000,000.

4. **ADMINISTRATION SERVICES BUREAU**

4a. Report on Proposed Changes to Commission Regulation 1015 - Reimbursements for Training

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed changes as described in the staff report.

5. **BASIC TRAINING BUREAU**

5a. Report to Amend Commission Regulation 1006 - Extension of Time Limit for Course Completion

Should the Commission approve the proposed text of Commission Regulation 1006?

If the Commission concurs, the appropriate action would be a **MOTION** to approve the change as proposed by BTB staff.

6. **CERTIFICATION BUREAU**

6a. Report on Proposed Amendments to Commission Regulation 1003 - Employment

Status Notifications and Commission Regulation 1011 - Professional Certificates for Public Safety Dispatchers and Records Supervisors

POST Staff recommend the Commission approve the proposed amendments to the text of Commission Regulations 1003 and 1011, respectively, to provide additional clarity regarding appointments and professional certificate requirements for public safety dispatchers and records supervisors.

If the Commission concurs, the appropriate action would be a **MOTION** to approve the amendments as described in the staff report.

6b. Report on Proposed Amendment to Voluntary Surrender of Peace Officer Certification Form, POST 2-358

POST Staff recommend the Commission approve the proposed amendment to the *Voluntary Surrender of Peace Officer Certification Form, POST 2-358* and Commission Regulation 1210 to provide additional clarity regarding acknowledgements and required signatures on the form and updating the form date in the regulatory text.

If the Commission concurs, the appropriate action would be a **MOTION** to approve the amendments as described in the staff report.

7. **COMMITTEE REPORTS**

8. **CORRESPONDENCE**

The following was sent from POST:

8a. Correspondence Sent or Received by POST

The following correspondence was received by POST:

- POST Recommendations - Racial and Identity Advisory Profiling Board (RIPA), incoming letter
- RIPA 2026 Annual Report, Recommendations and Best Practices

9. **OLD BUSINESS**

10. **NEW BUSINESS**

10a. Reappointment Request Advisory Committee

- Request to reappoint Kathy Oborn to the POST Advisory Committee, as a representative for the California Association of Administration of Justice Educators (CAAJE).

10b. Request for Reappointment of the Chair of the POST Advisory Committee

Request for Reappointment of Chief Jason Salazar as Chair of the POST Advisory Committee.

11. **FUTURE COMMISSION DATES**

Upcoming Commission Meetings will be held:

- June 03 - 04, 2026 - West Sacramento, CA
- September 16 - 17, 2026 - Tentative, Southern CA
- December 02 - 03, 2026 - West Sacramento, CA

12. **CASE REVIEW OF RECOMMENDATIONS MADE BY THE PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD**

The Commission will review the recommendations made by the Peace Officer Standards Accountability Advisory Board from the last Board Hearing held on February 05, 2026 in West Sacramento, CA.

12a. POST2316280 - Khammouane Kevin Thakham (POST ID: A45-Q53) Last Employing Agency: Fresno Police Department (Current)

The Commission shall review recommendations made by the Peace Officer Standards Accountability Advisory Board (POSAAB) regarding, what action if any, should be taken, suspension or revocation, on the certification of the subject peace officer. The Commission's decision to adopt a recommendation by POSAAB to seek revocation shall require a two-thirds vote of Commissioners present and shall be based on whether the record, in its entirety, supports POSAAB's conclusion that serious misconduct has been established by clear and convincing evidence. In any case in which the Commission reaches a different determination than POSAAB's recommendation, it shall set forth its analysis and reasons for reaching a different determination in writing.

13. **CLOSED SESSION**

Conference with Legal Counsel - Existing Litigation :

Pursuant to Government Code section 11126(e)(1), the Commission hereby provides public notice that the following pending litigation matters may be considered and acted upon, as necessary and appropriate, in closed session.

a) Tamara Evans v. POST, Sacramento Superior Court, Case No. 34-2014-00164423; Eastern District of California, Case No. 2:15-cv-01951.

b) Mikkel Libarle v. POST, Sacramento Superior Court, Case No. 25WM000011; Libarle v. Commission on Peace Officer Standards and Training, Third District Court of Appeal, Case #C105662.

c) *Jane Doe v. Uriah Wells at al* , Shasta County Superior Court, Case No. 209551.

Conference with Legal Counsel - Existing/Potential Litigation :

Pursuant to Government Code section 11126(e)(1) and (2), the Commission hereby provides public notice that it may meet in closed session to determine whether, based on existing facts and circumstances, any matter presents a significant exposure to litigation [see Government Code section 11126(e)(2)(B)(ii) and, if so, to proceed with closed session consideration and action on that matter, as necessary and appropriate [see Government Code section 11126(e)(2)(B)(i)], or, based on existing facts and circumstances, if it has decided to initiate or is deciding to initiate litigation [see Government Code section 11126(e)(2)(C)], or, if in the opinion of the state body on the advice of its legal counsel, based on existing facts and circumstances, there is litigation, or significant exposure to litigation, against the state body [see Government Code section 11126(e)(2)(B)(i)].

c) Employee/personnel issues.

Decide whether to initiate litigation. (Gov. Code § 11126, subd. (e)(2)(C).)

The Commission will convene in closed session to decide whether to initiate further administrative proceedings in POST Case No. 2300017 (Paul Matejcek). The Commission will not hear public comment on this item before convening into closed session. (Gov. Code § 11125.7, subd. (e)(1).)

Administrative Adjudication (Gov. Code §§ 11126(c)(3) & 11517(c)(2).)

The Commission will convene in closed session to consider the Proposed Decision of Administrative Law Judge Michael Starkey, *In the Matter of the Accusation Against: Joshua Paul Enea*. POST Case No. 2307454, OAH No. 2025010955. The Commission will not hear public comment on this item. (Gov. Code § 11125.7(e).)

ADJOURNMENT

AGENDA ITEM REPORT

Title: COMMISSION MEETING TRANSCRIPT - DECEMBER 03, 2025, WEST SACRAMENTO, CA

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/04/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

BACKGROUND: Link to December 03, 2025 Commission Transcript

ANALYSIS:

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to approve the Transcript from the previous Commission meeting.

AGENDA ITEM REPORT

Title: COMMISSION MEETING ACTION SUMMARY - DECEMBER 03, 2025, WEST SACRAMENTO CA

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/17/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

BACKGROUND: Link to December 03, 2025 Commission Action Summary

ANALYSIS:

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to approve the Action Summary from the previous Commission meeting.

AGENDA ITEM REPORT

Title: REPORT ON STATUS OF PROPOSED REGULATORY ACTIONS

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY Katie Strickland	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/18/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

This is a report on the status of recent proposed regulatory actions.

BACKGROUND:

The Commission requested staff to present ongoing reports on the status of regulatory actions once the Commission has approved them. This report reflects the progress of such actions as they move through the regulatory process.

ANALYSIS:

All documents pertaining to the following packages can be found on the POST Regulatory Actions page.

Commission Regulation packages currently in the 45-day public comment period:

- Amend the Basic Course Waiver Process
  Commission Regulation 1005
  Noticed January 23, 2026

- Amend Peace Officer Background Investigation
  Commission Regulation 1953
  Noticed January 23, 2026

- Adopt Minimum Requirements for Instruction Facilitators
  Adopt Commission Regulation 1050
  Amend Commission Regulations 1001, 1052, 1057, 1059, and 1070
  Noticed January 23, 2026

Commission Regulation packages under review by the Office of Administrative Law (OAL): None

Commission Regulation packages approved by OAL since the December 3, 2025, meeting:

- Adoption of Disciplinary Guidelines for Factors for Consideration of Penalty Related to Peace Officer Certification Actions, Commission Regulation 1216
  Approved February 17, 2026
  Effective February 17, 2026

- Adoption of Commission Regulation 1022, Determination of Bias (pdf)
  Approved January 1, 2026
  Effective January 22, 2026

- Adoption of Learning Domain 44 and Amendments to Commission Regulations 1005, 1007, 1008, and 1059 (pdf)
  Approved December 4, 2025
  Effective April 1, 2026

RECOMMENDATION: This report is presented for information only. No action is required.

AGENDA ITEM REPORT

Title: REPORT ON CERTIFICATION/DECERTIFICATION UPDATE

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/19/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: This is a report on updates regarding the operations of the Peace Officer Standards Accountability Division and to provide operational updates and statistical data on reports and cases of serious misconduct received by POST. Formerly knows as "SB 2 Update."

BACKGROUND: On September 30, 2021, Governor Gavin Newsom signed Senate Bill 2, which outlines peace officer certification requirements in California. The investigations and the process for reviewing serious misconduct cases is now implemented within the Peace Officer Standards Accountability Division.

ANALYSIS: As the final provisions authorized under Senate Bill 2 took effect on January 1, 2023, POST staff reports out on the activities and relevant actions of the Peace Officer Standards Accountability Division and the Peace Officer Standards Accountability Advisory Board since the last Commission meeting.

RECOMMENDATION: This report is presented for information only. No action is required.

ATTACHMENT(S):

March 2026 Commission Meeting - Cert_Decert Stats 1.pdf
1029_Revocation_List_March26_Commission.pdf
1029_Ineligible_List_March26_Commission.pdf

Peace Officer Standards Accountability Division

Certification Statistics

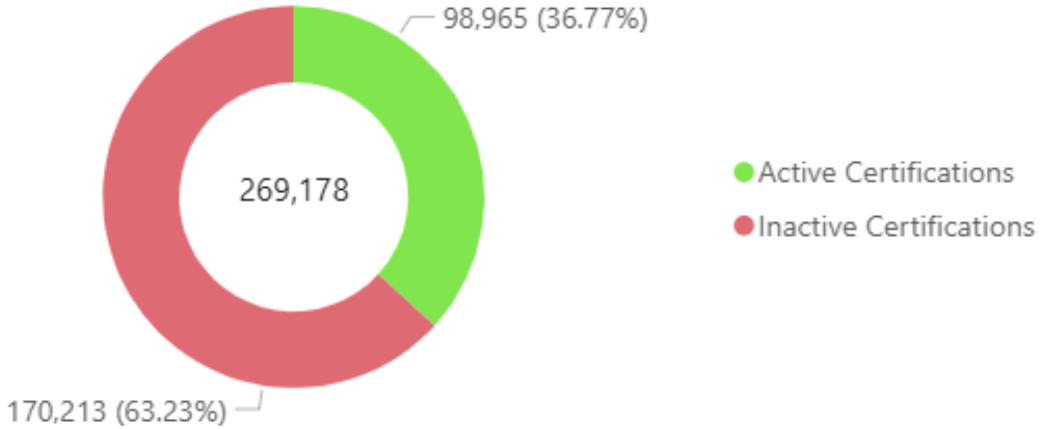
March 2026

Data through 02/12/2026

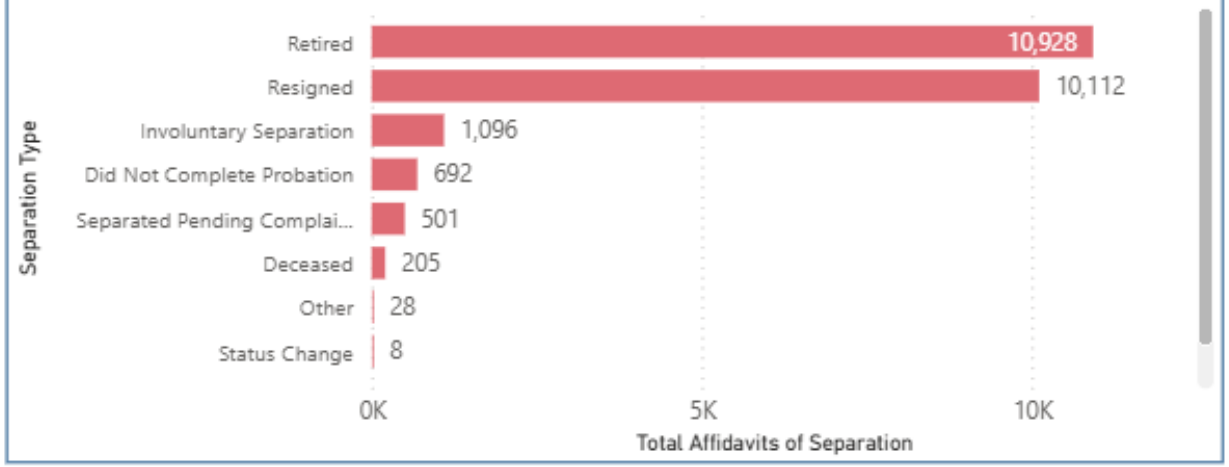
Peace Officer Certification Statistics

Report Year : All

Current Active and Inactive Certifications



Affidavits of Separation (AOS)



Current Full-time Peace Officers 83,218

Serious Misconduct Count 1,225

Total AOS 23,658

Serious Misconduct Reason	Count of Affidavits
Abuse of Power	103
Demonstrating Bias	90
Dishonesty	373
Egregious Repeated Acts	281
Failure to Cooperate with Investigation	48
Failure to Intercede	4
Law Enforcement Gang	5
Physical Abuse	128
Sexual Assault	98

Basic Certificates Issued 12K

Appointments Approved 24K

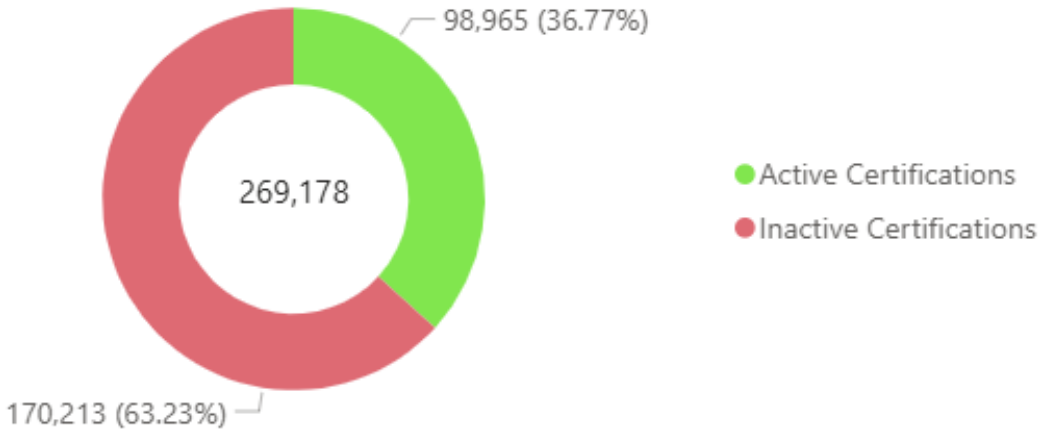
Proof of Eligibilities Issued 32,266

Distinct Officers with Serious Misconduct 950

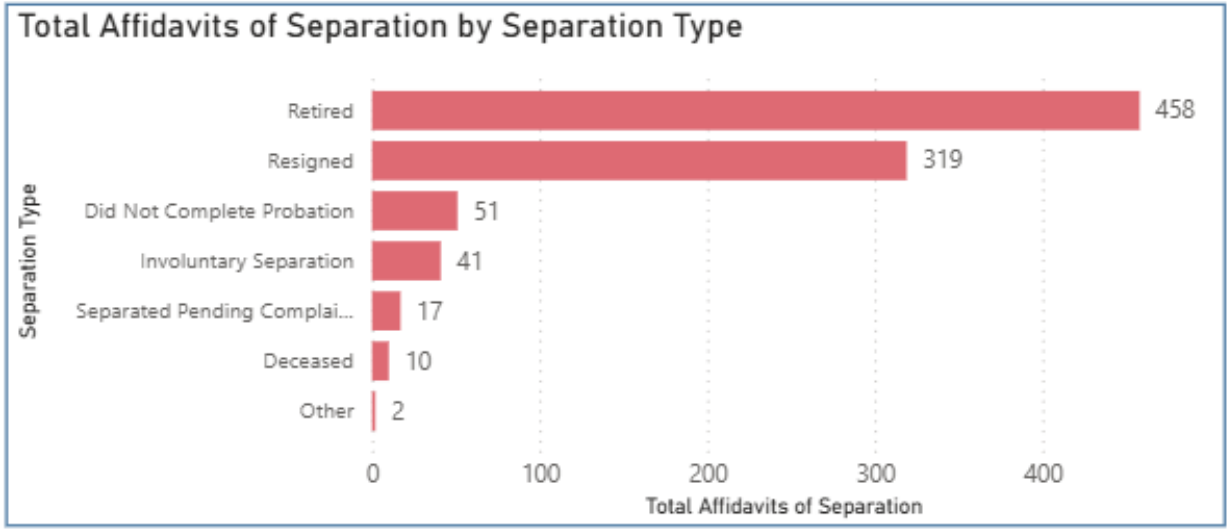
Peace Officer Certification Statistics

Report Year : 2026

Current Active and Inactive Certifications



Affidavits of Separation (AOS)



Current Full-time Peace Officers	83,218

Basic Certificates Issued	Appointments Approved	Proof of Eligibilities Issued
487	727	549

Serious Misconduct Count
52

Distinct Officers with Serious Misconduct
41

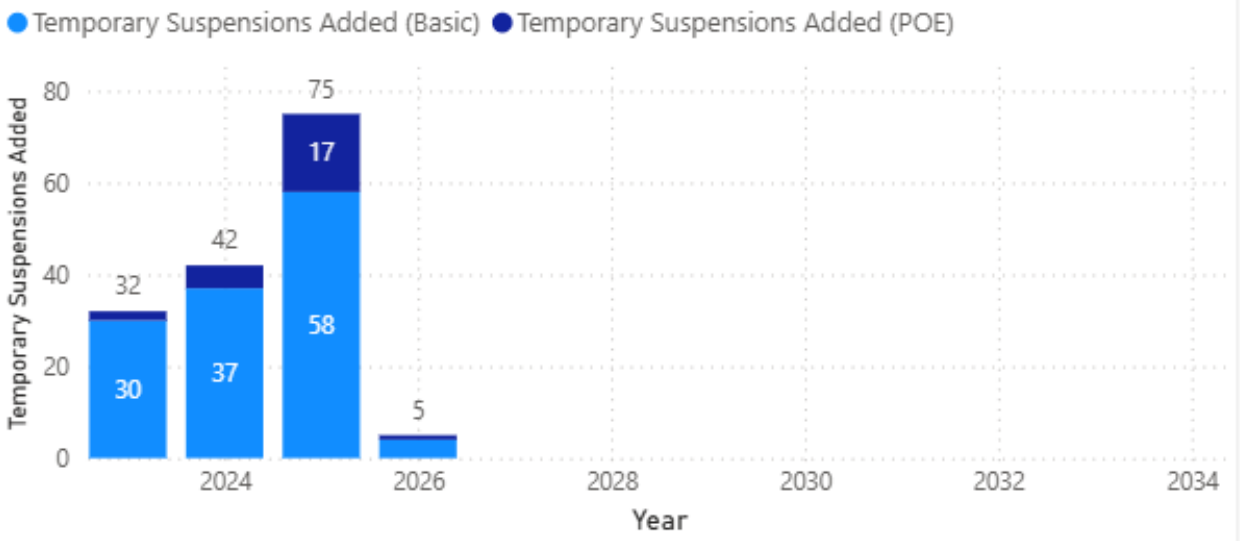
Total AOS	907

Serious Misconduct Reason	Count of Affidavits
Abuse of Power	5
Demonstrating Bias	7
Dishonesty	15
Egregious Repeated Acts	17
Failure to Cooperate with Investigation	0
Failure to Intercede	0
Law Enforcement Gang	0
Physical Abuse	5
Sexual Assault	3

Peace Officer Certification Statistics

Report Year : All

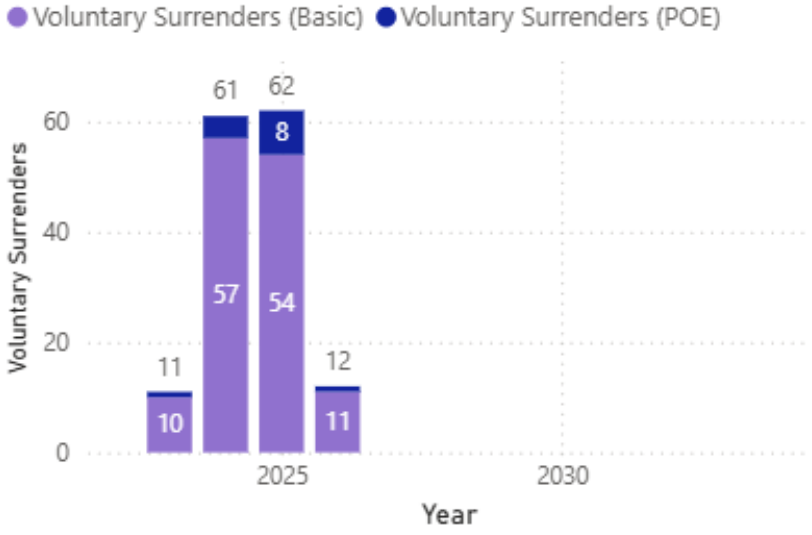
Temporary Suspensions Added by Year



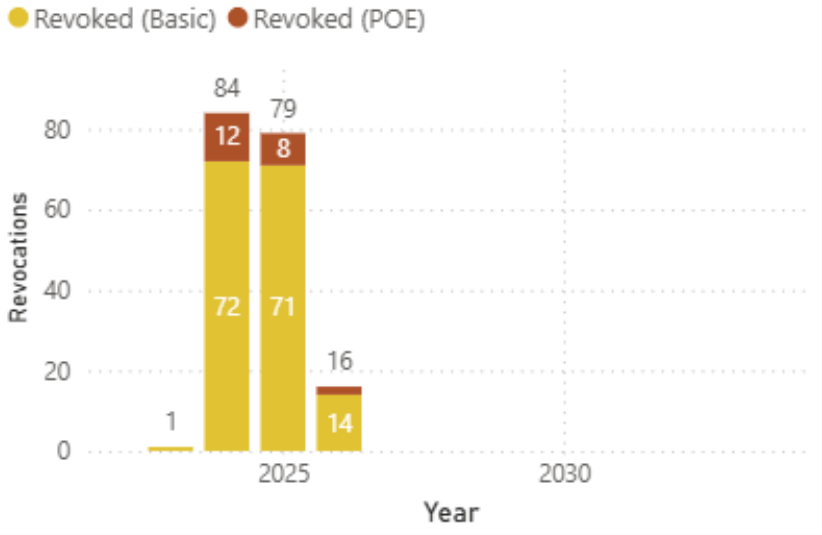
Temporary Suspensions Removed by Year



Voluntary Surrenders by Year



Revocations by Year



1029 Ineligibilities Added

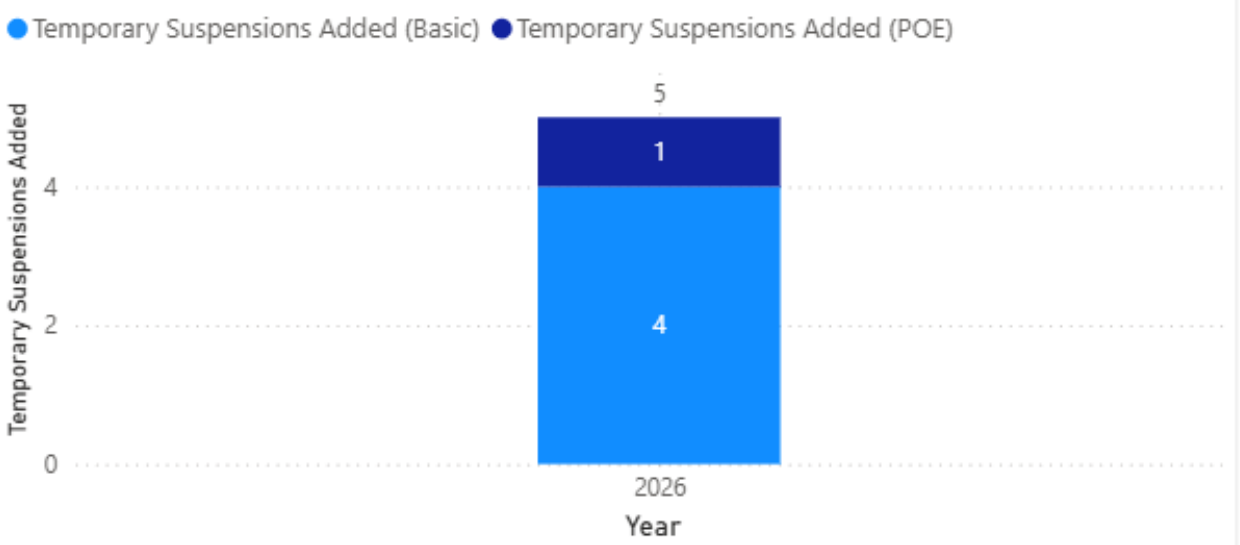
139

As of 02/12/2026

Peace Officer Certification Statistics

Report Year : 2026

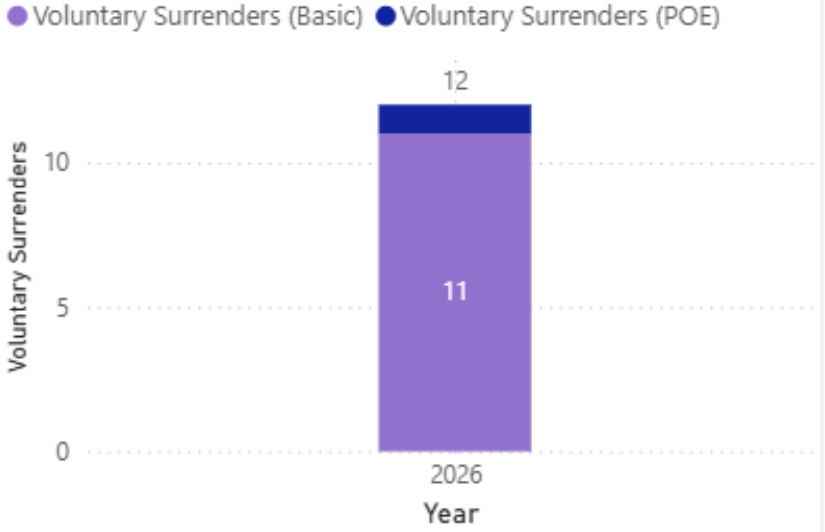
Temporary Suspensions Added by Year



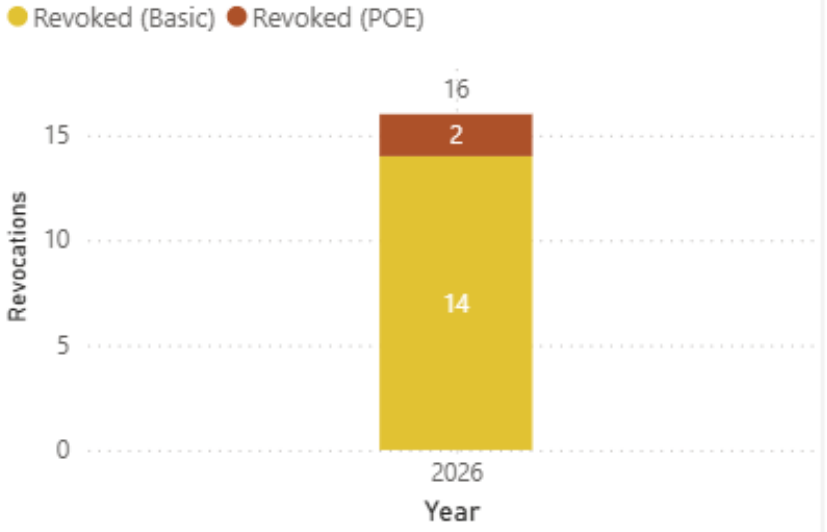
Temporary Suspensions Removed by Year



Voluntary Surrenders by Year



Revocations by Year



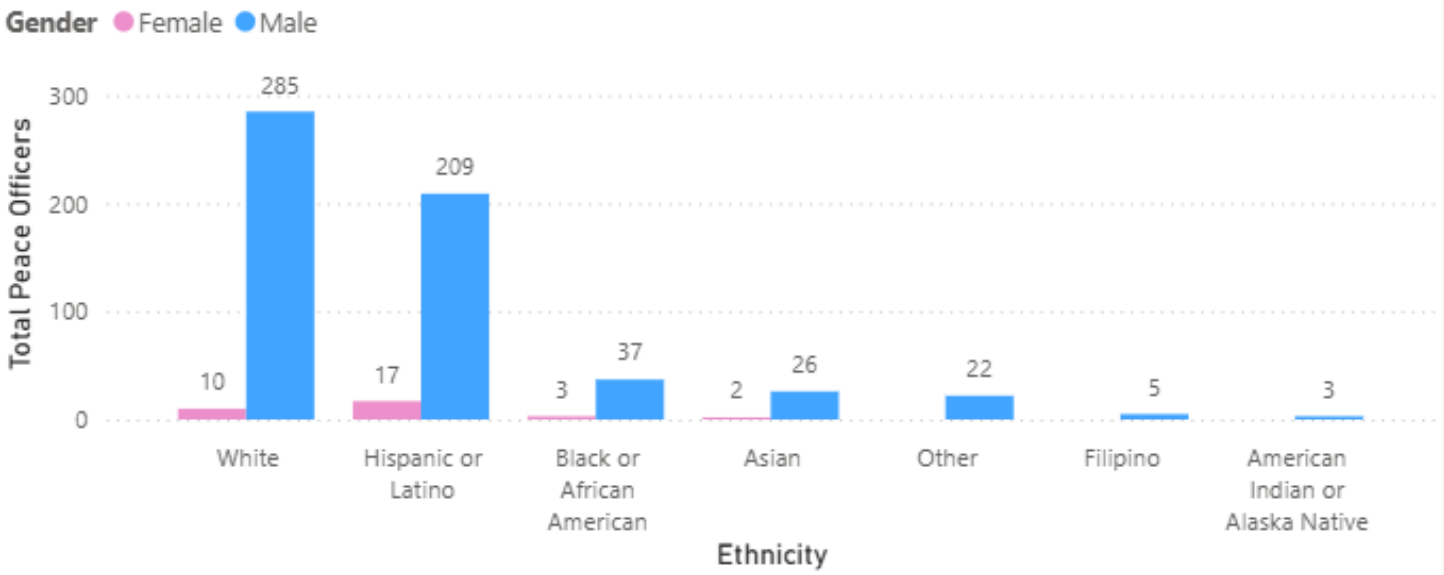
1029 Ineligibilities Added

12

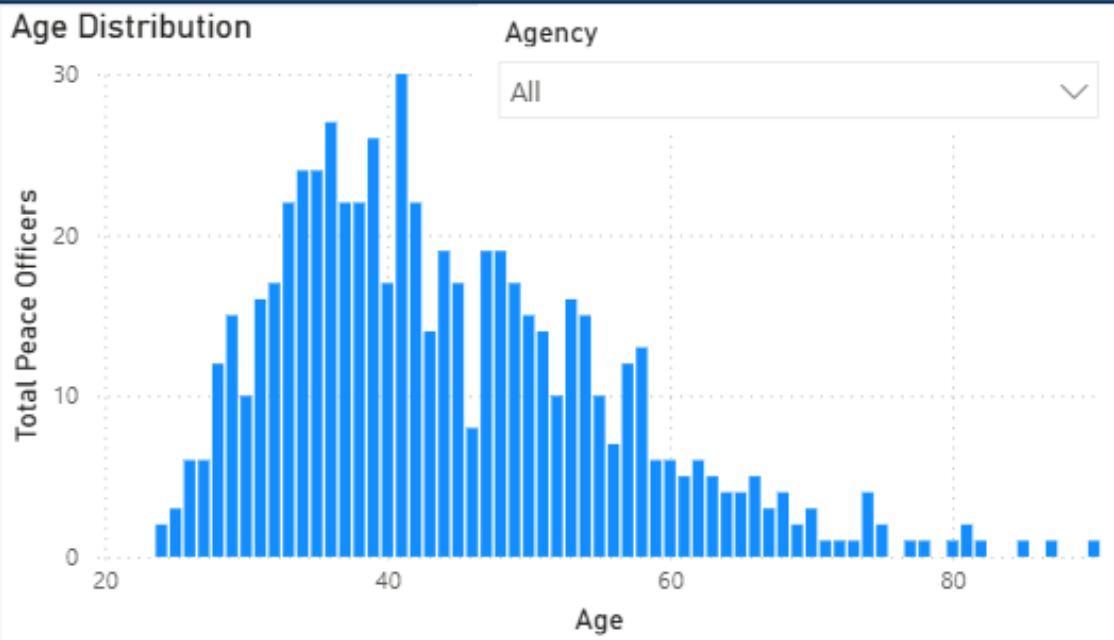
As of 02/12/2026

Peace Officer Certification Statistics

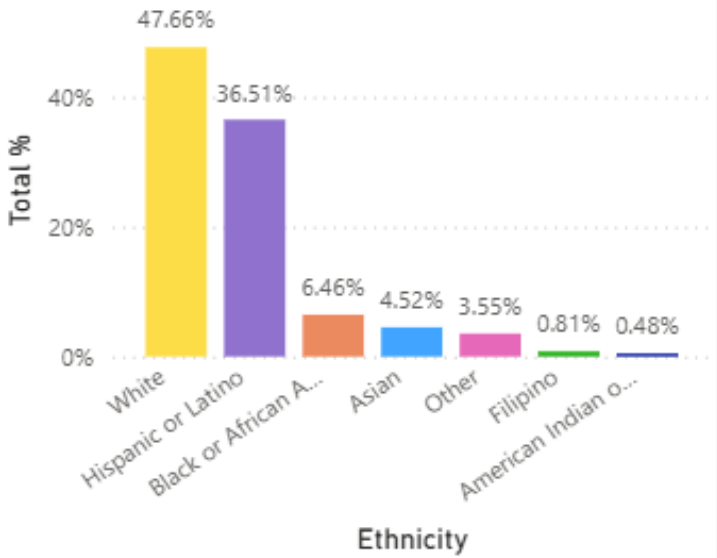
Demographics of peace officers that POST has taken action against



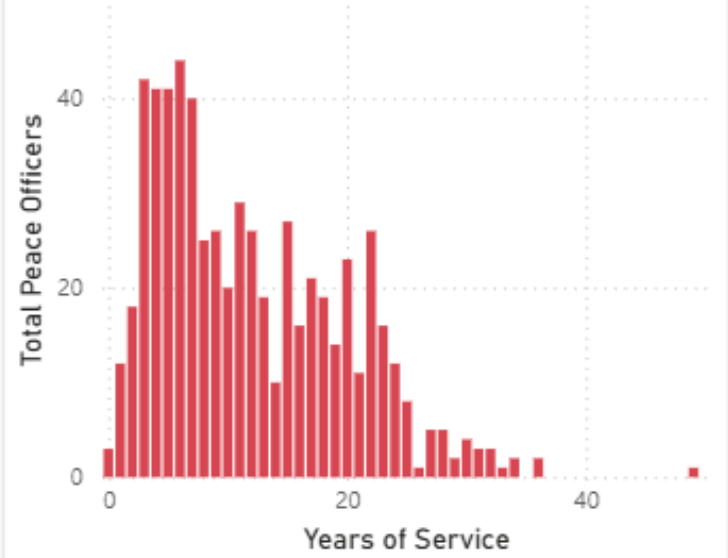
Age Distribution



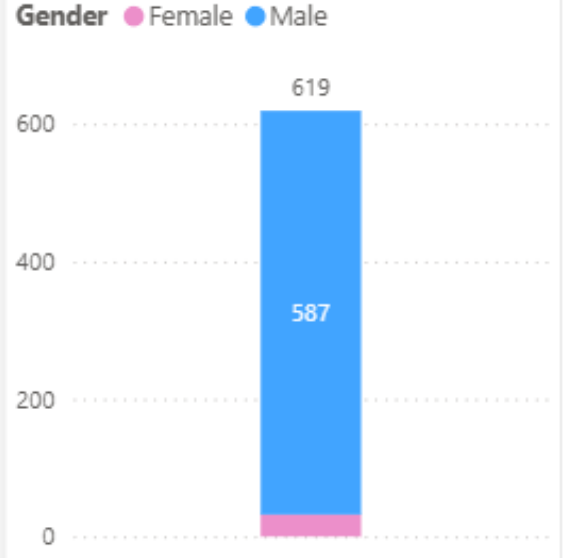
Total % by Ethnicity



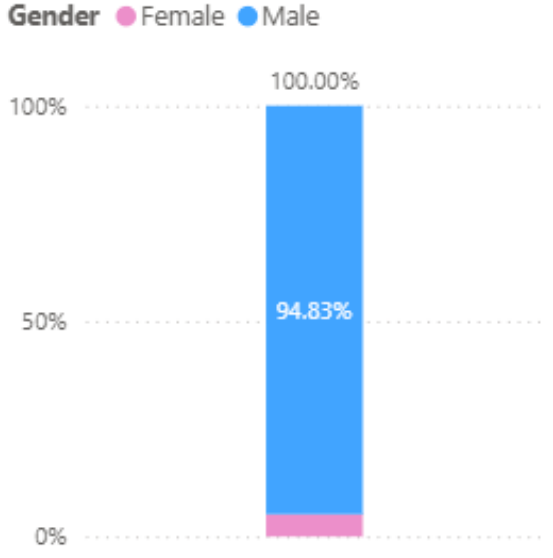
Years of Service Distribution



Female vs Male



Female vs Male (%)



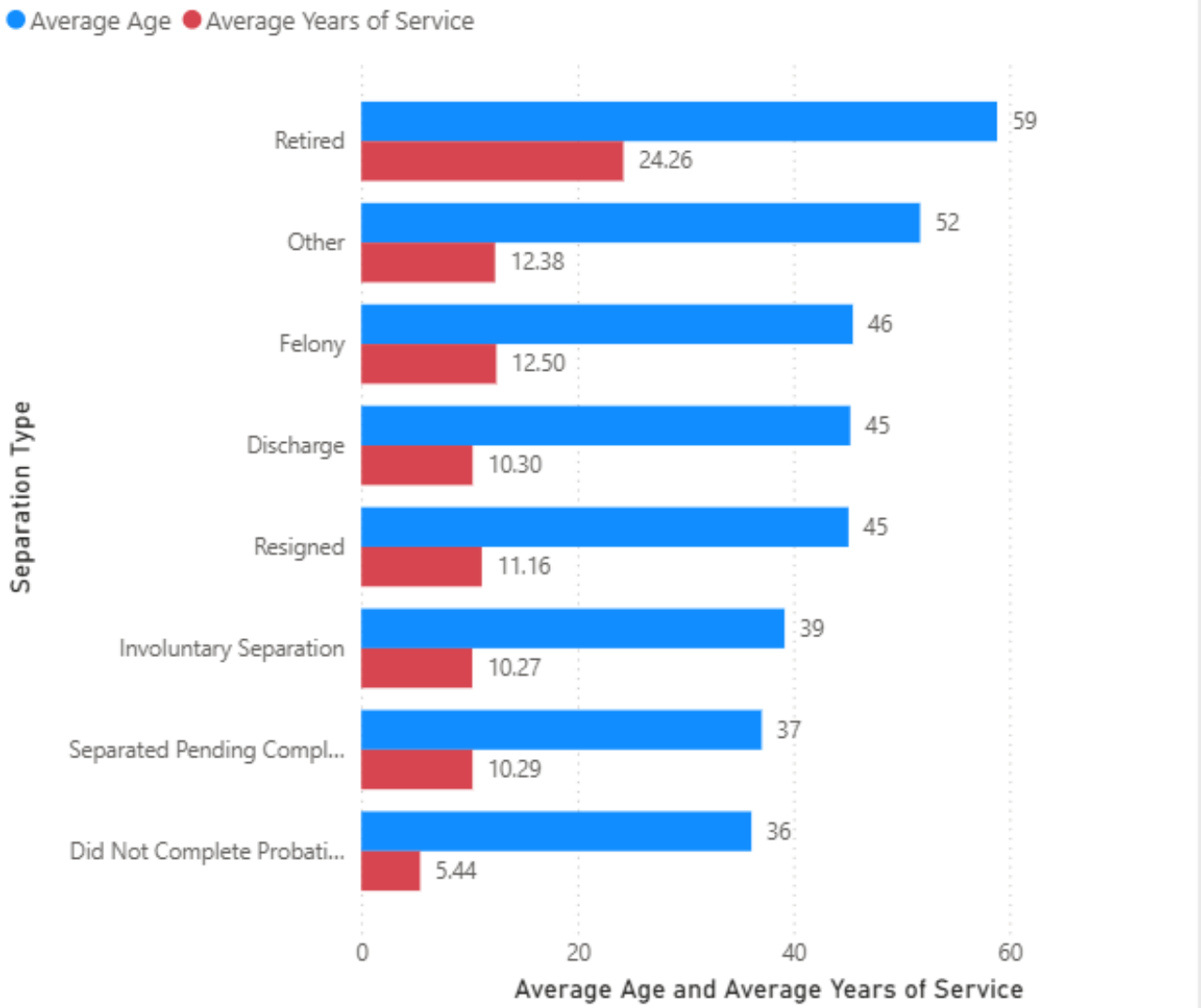
Peace Officer Certification Statistics

Demographics of peace officers that POST has taken action against

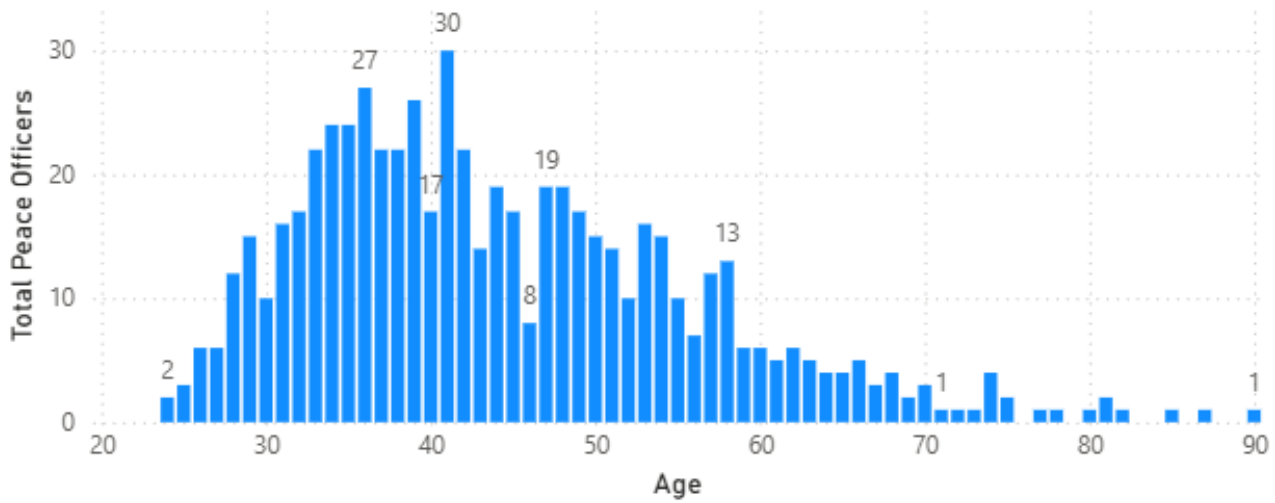
Separation Type: All

Agency: All

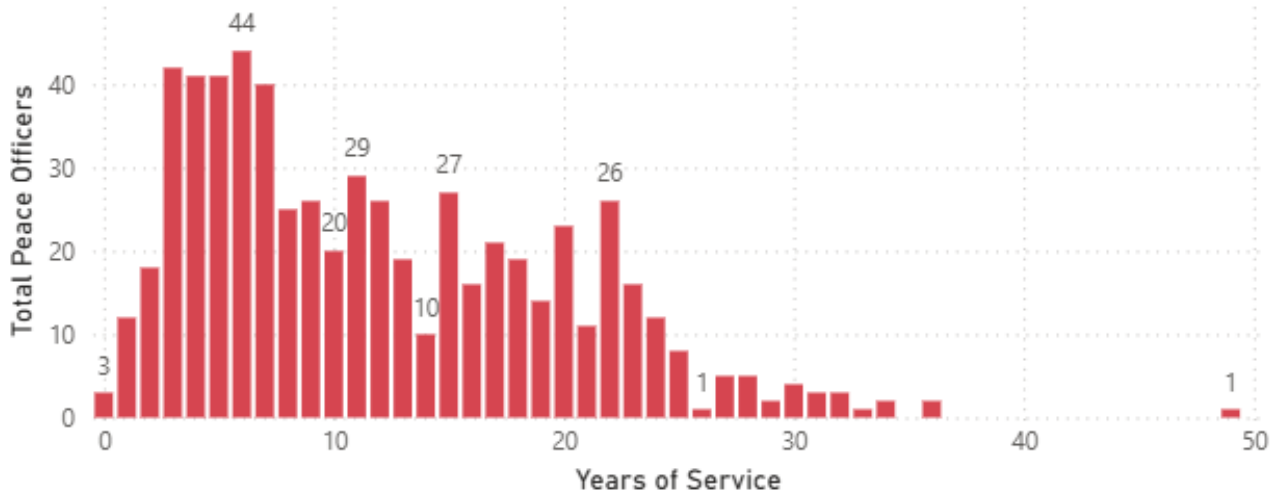
Average Age & Average Years of Service by Separation Type



Total Peace Officers by Age



Total Peace Officers by Years of Service

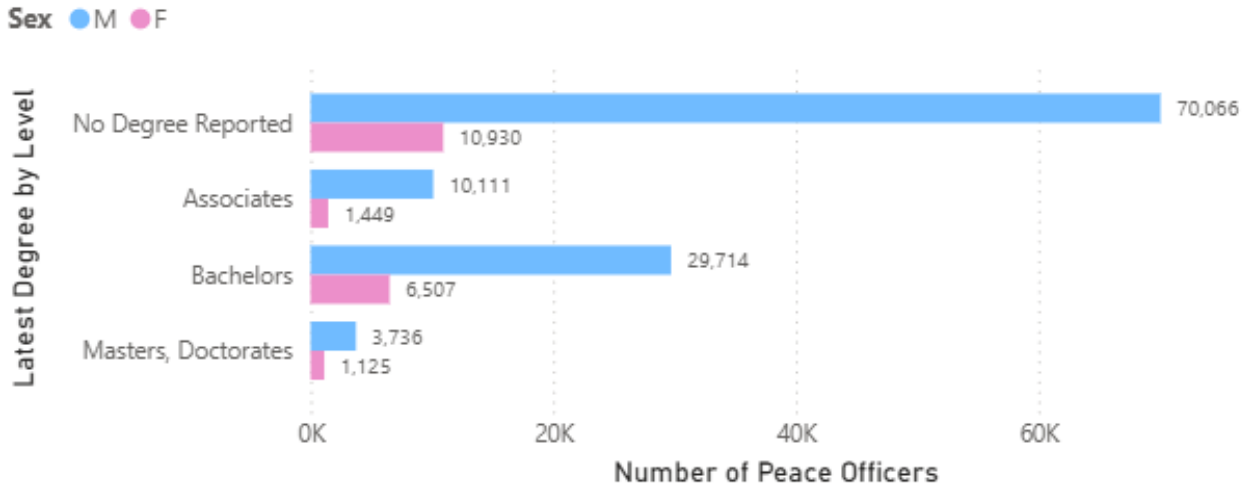


Peace Officer Education Statistics (Statewide)

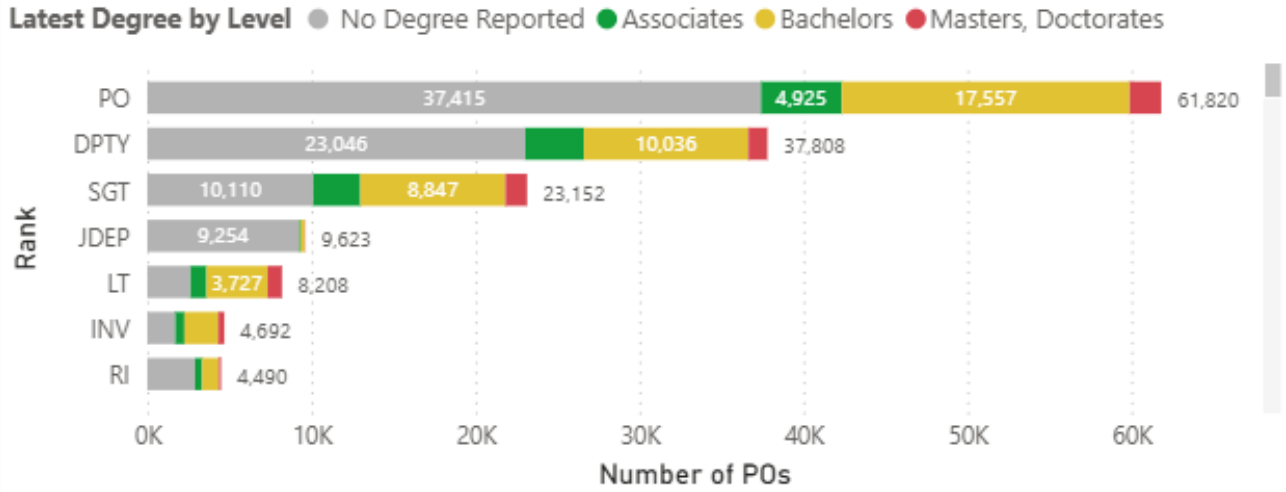
Statewide Data | Misconduct Data

Latest Degree (Select Blank for POs w/o Degrees): All
Rank: All
Sex: All
Ethncity: All
Agency: All

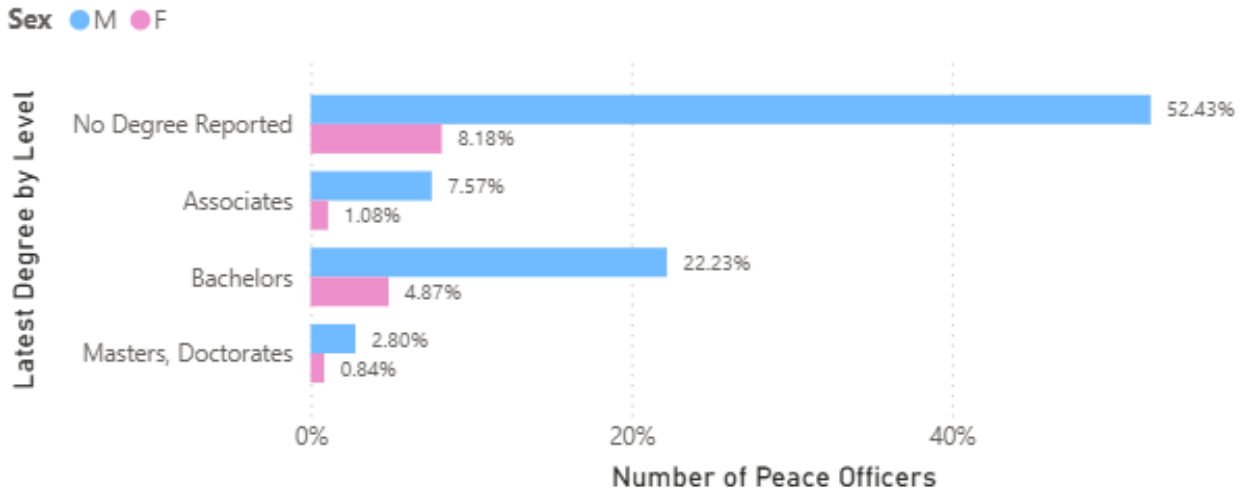
Number of Peace Officers by Latest Degree Earned (Statewide)



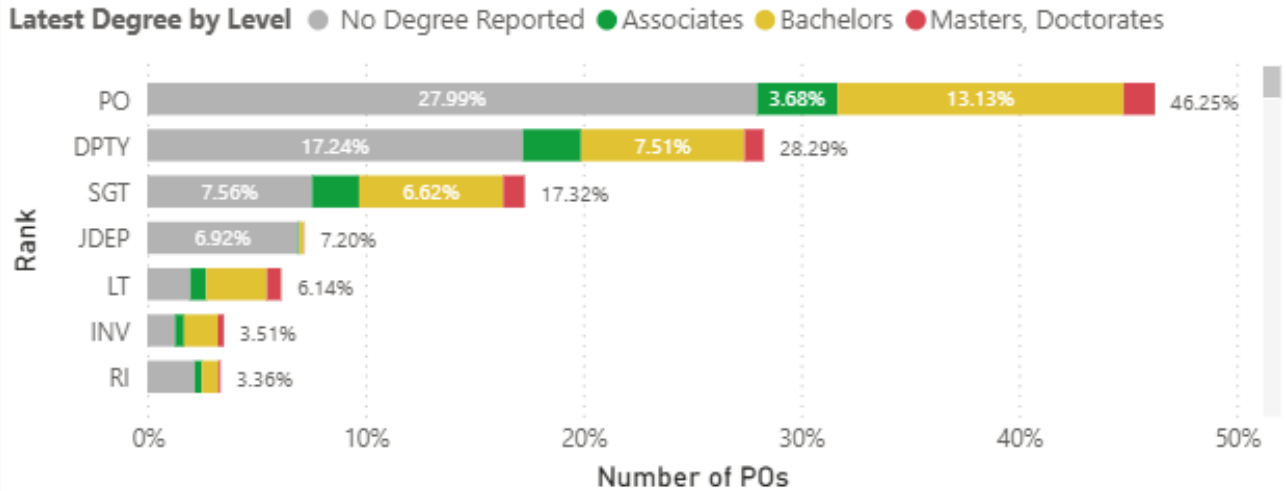
Number of POs by Rank and Latest Degree Earned (Statewide)



Number of Peace Officers by Latest Degree Earned (Statewide)



Number of POs by Rank and Latest Degree Earned (Statewide)

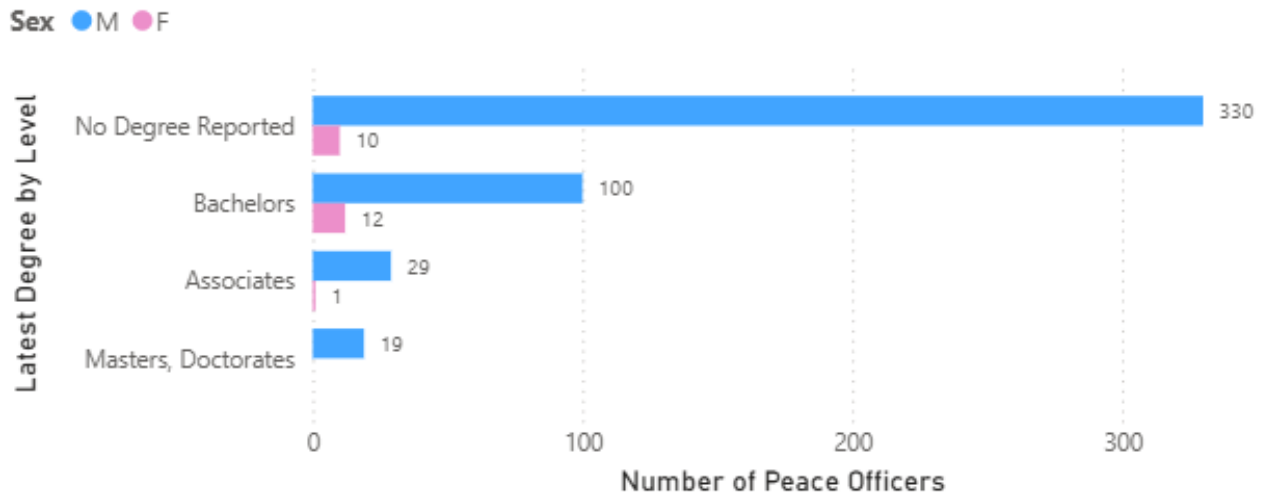


Peace Officer Education Statistics (Misconduct)

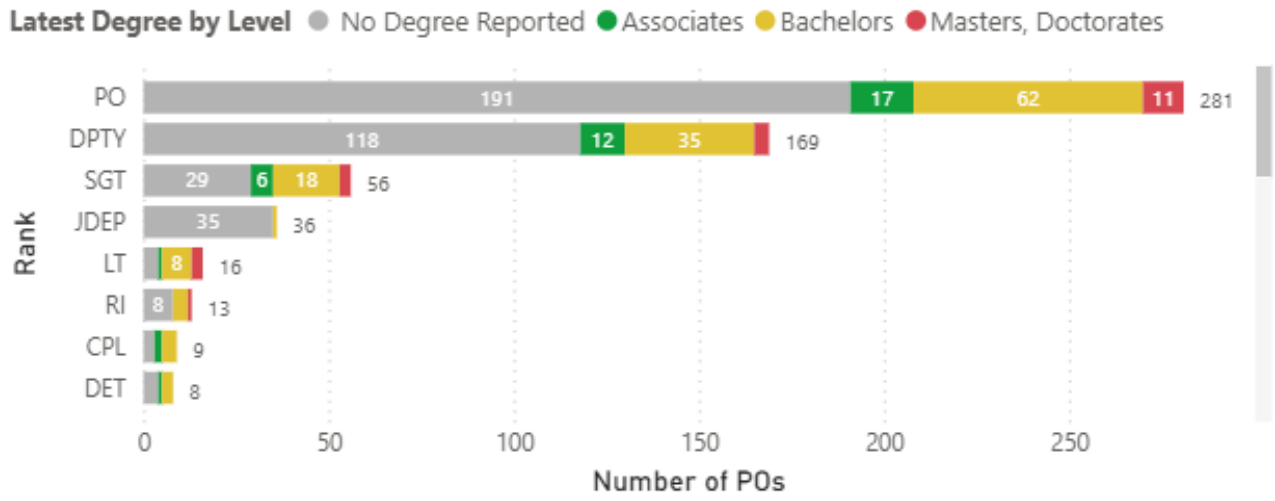
Statewide Data | Misconduct Data

Latest Degree (Select Blank for POs w/o Degree... : All | Rank: All | Sex: All | Ethnicity: All | Agency: All

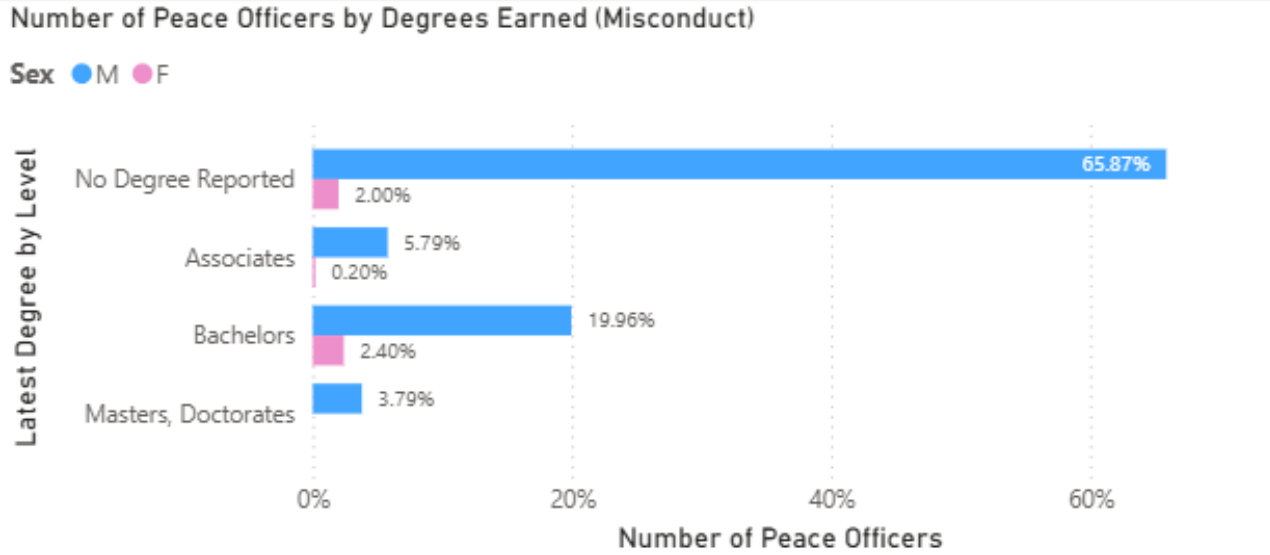
Number of Peace Officers by Degrees Earned (Misconduct)



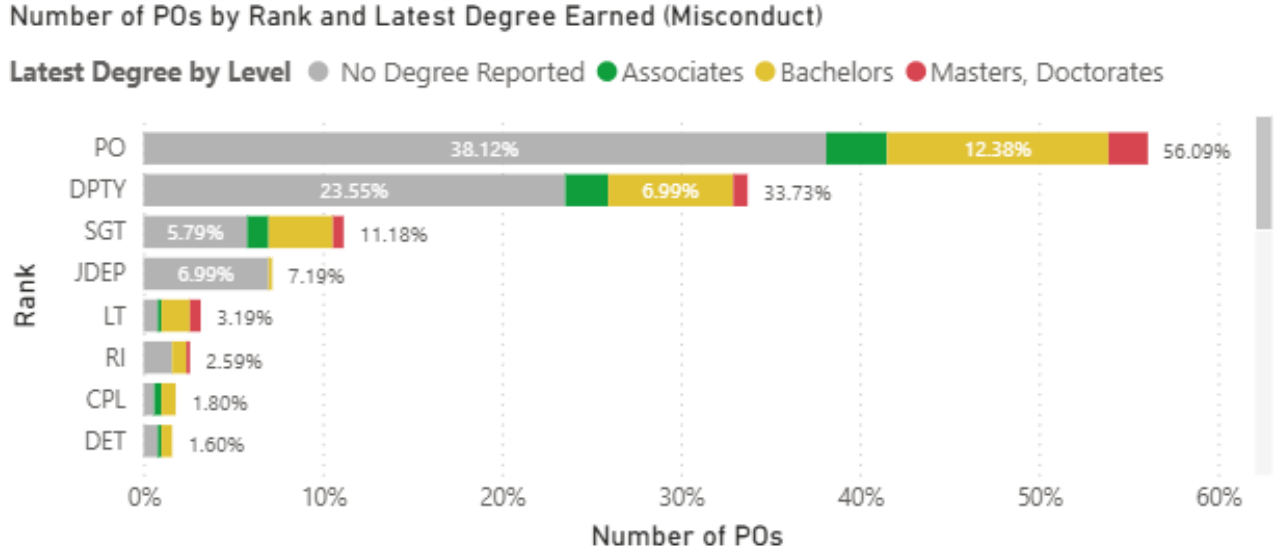
Number of POs by Rank and Latest Degree Earned (Misconduct)

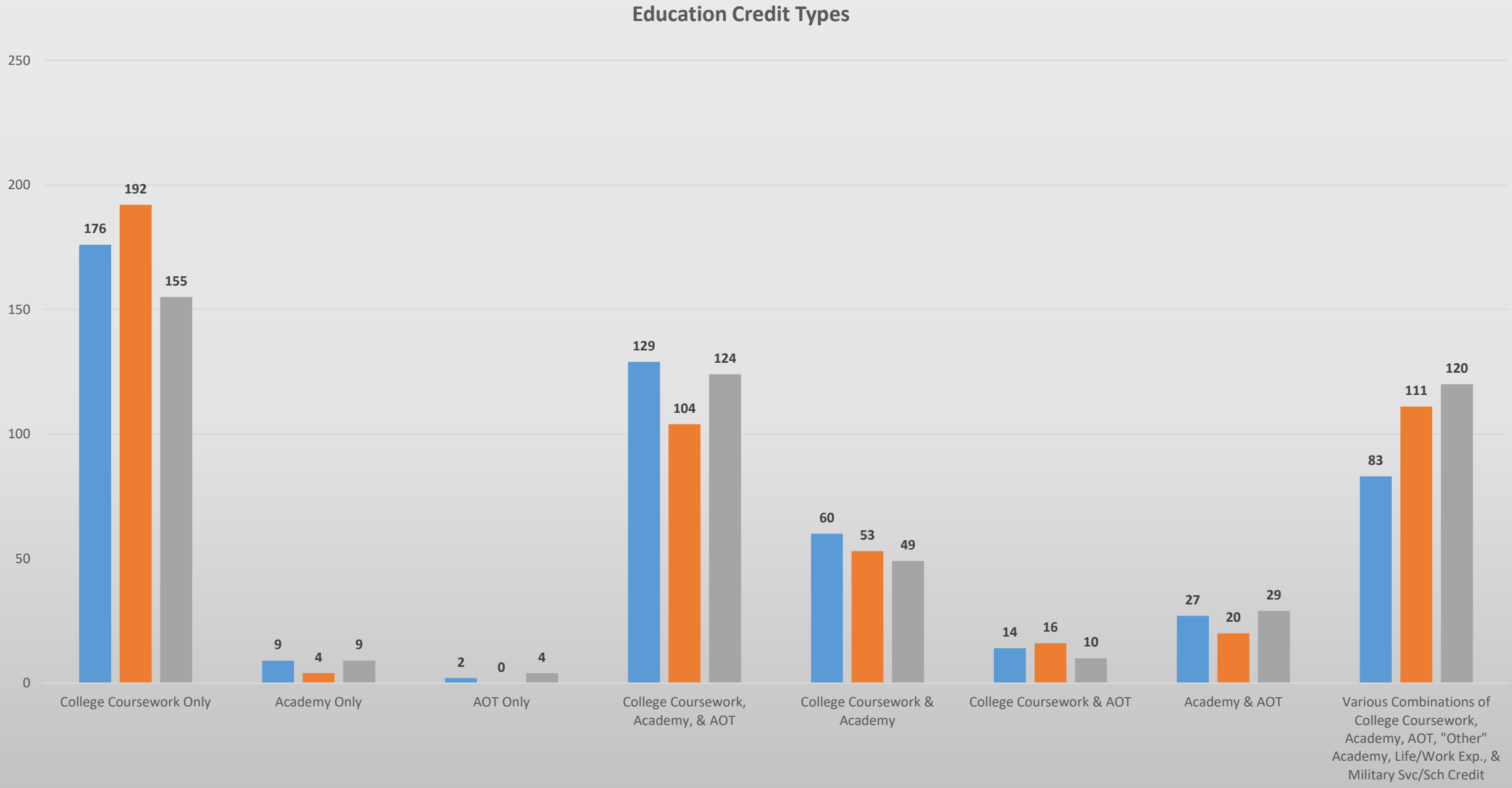


Number of Peace Officers by Degrees Earned (Misconduct)

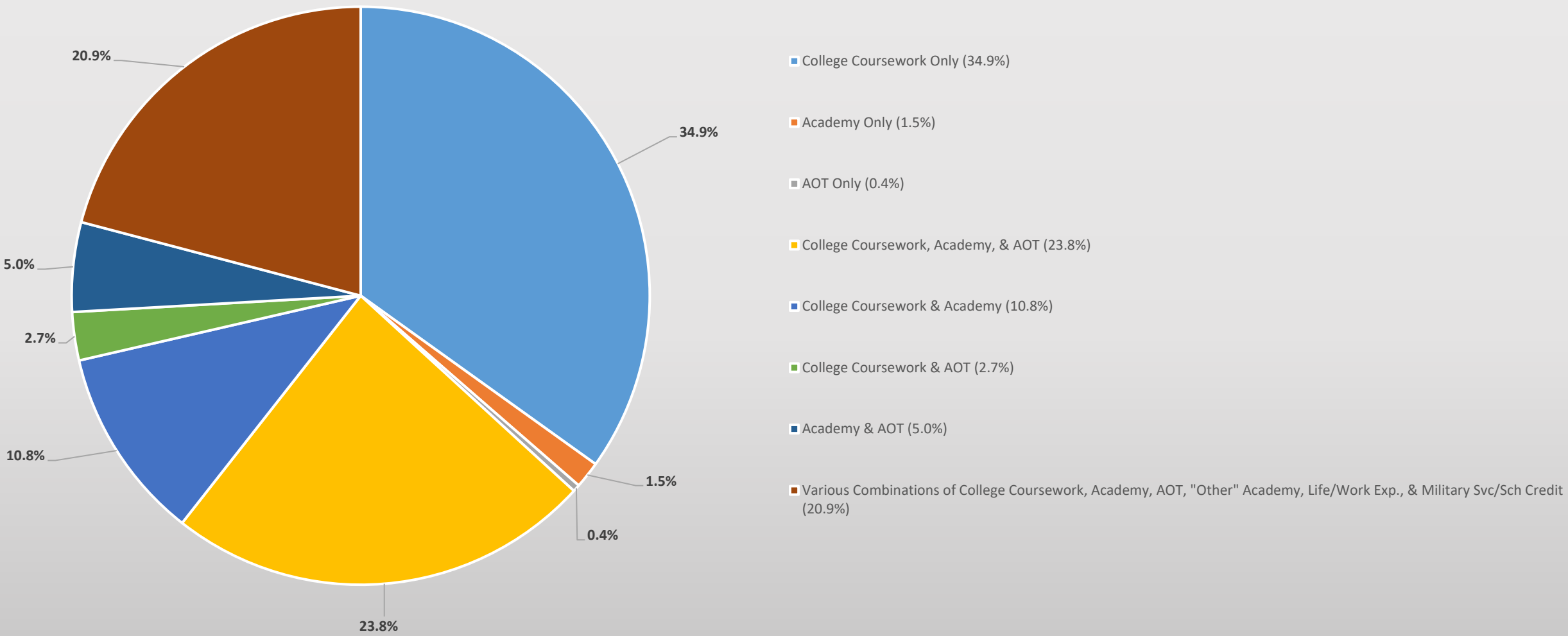


Number of POs by Rank and Latest Degree Earned (Misconduct)

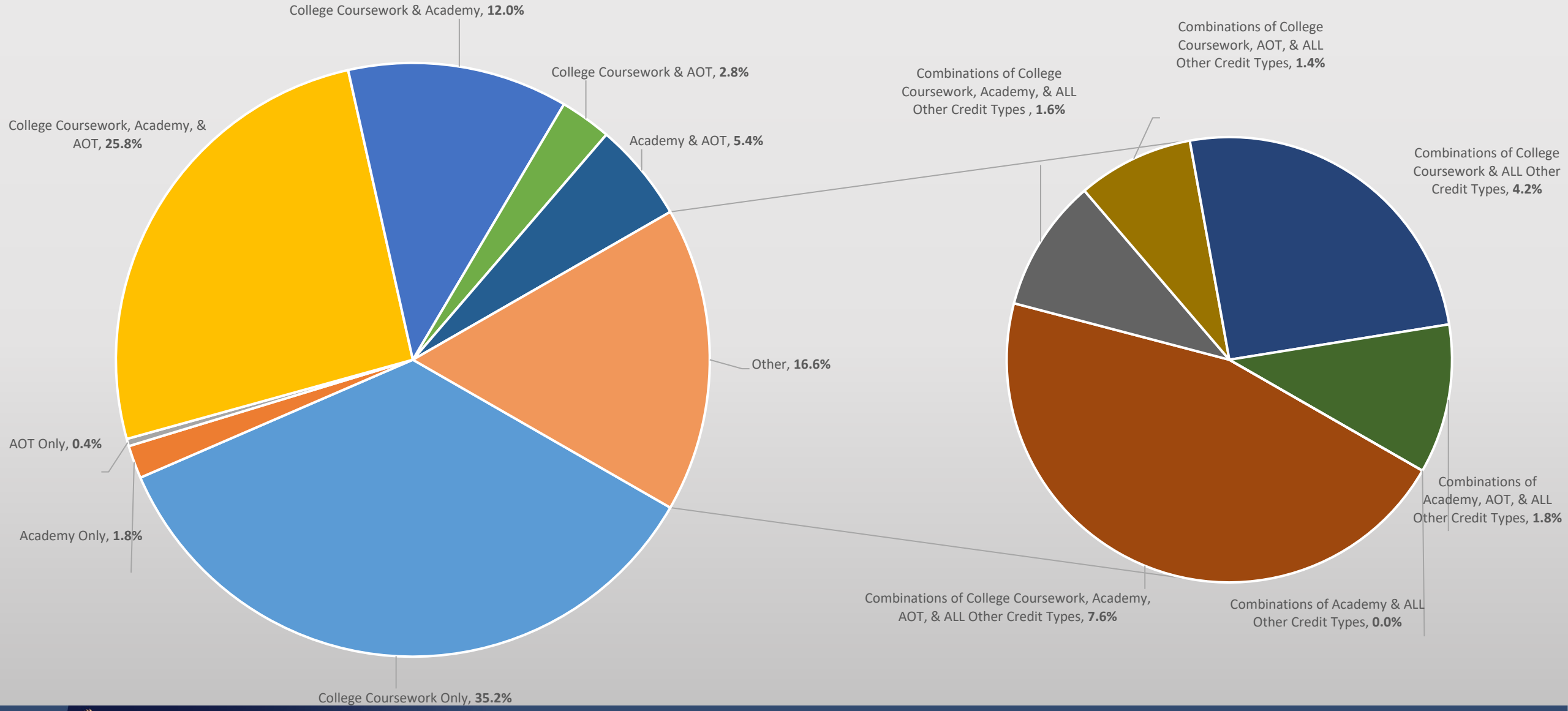



Education Credit Types
250
200
150
100
50
0
176
192
155
9
4
9
2
0
4
129
104
124
60
53
49
14
16
10
27
20
29
83
111
120
College Coursework Only
Academy Only
AOT Only
College Coursework, Academy, & AOT
College Coursework & Academy
College Coursework & AOT
Academy & AOT
Various Combinations of College Coursework, Academy, AOT, "Other" Academy, Life/Work Exp., & Military Svc/Sch Credit

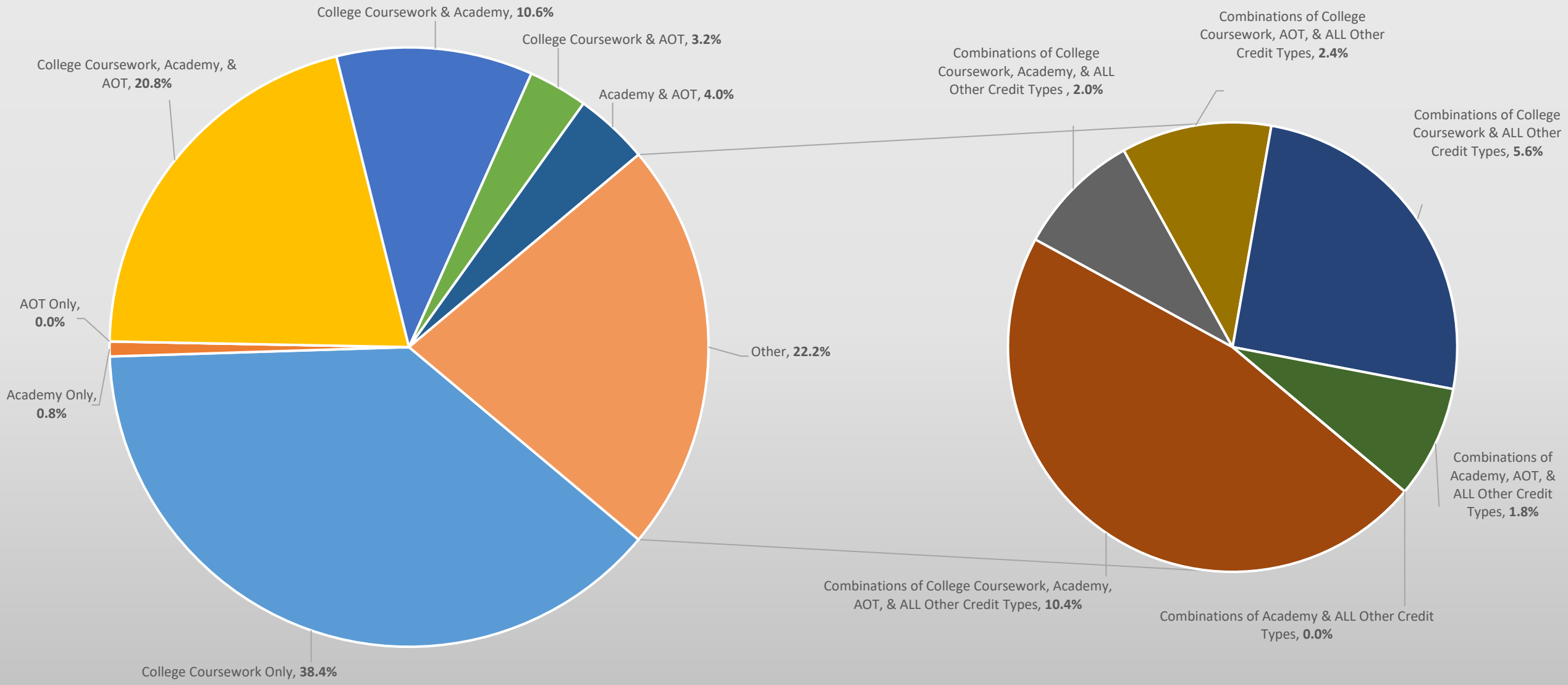
Averages of Education Credit Types



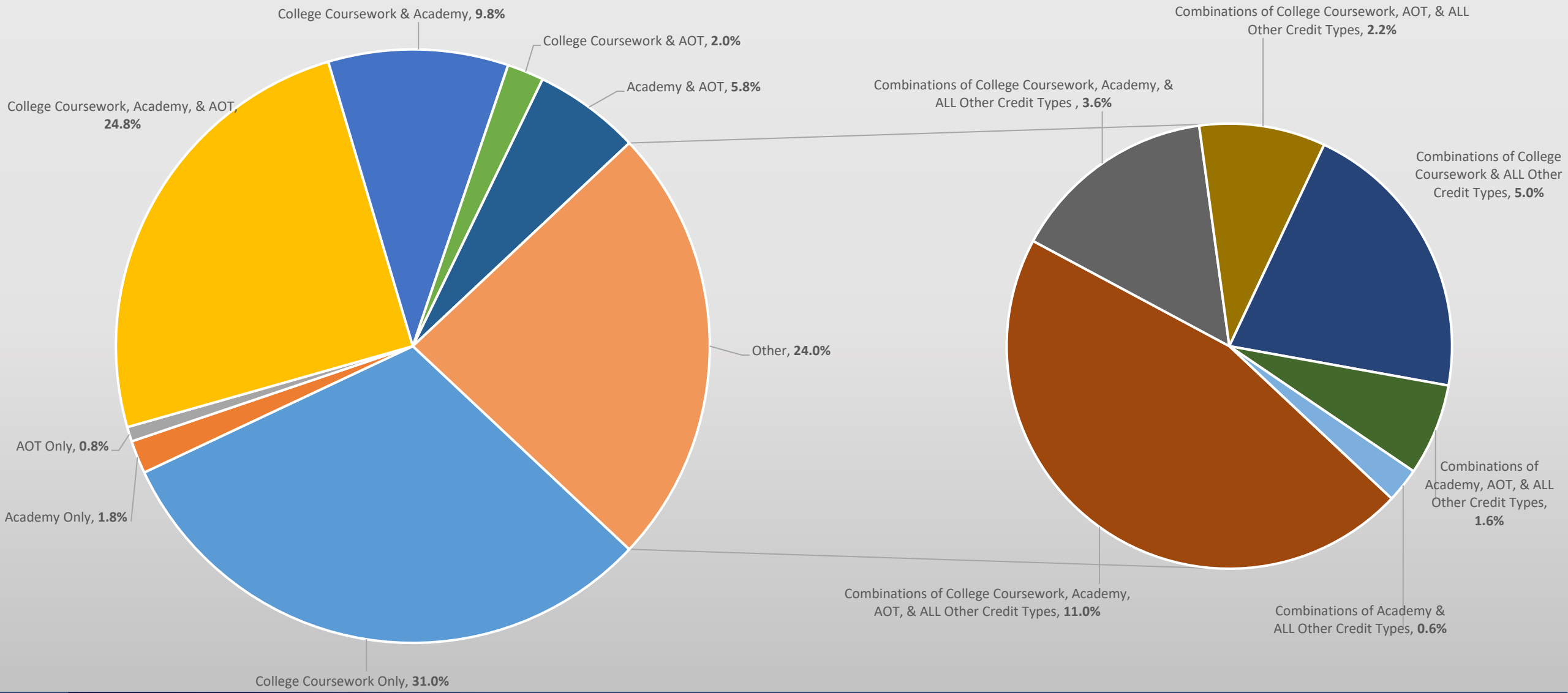
1st Data Set of 500 Officers



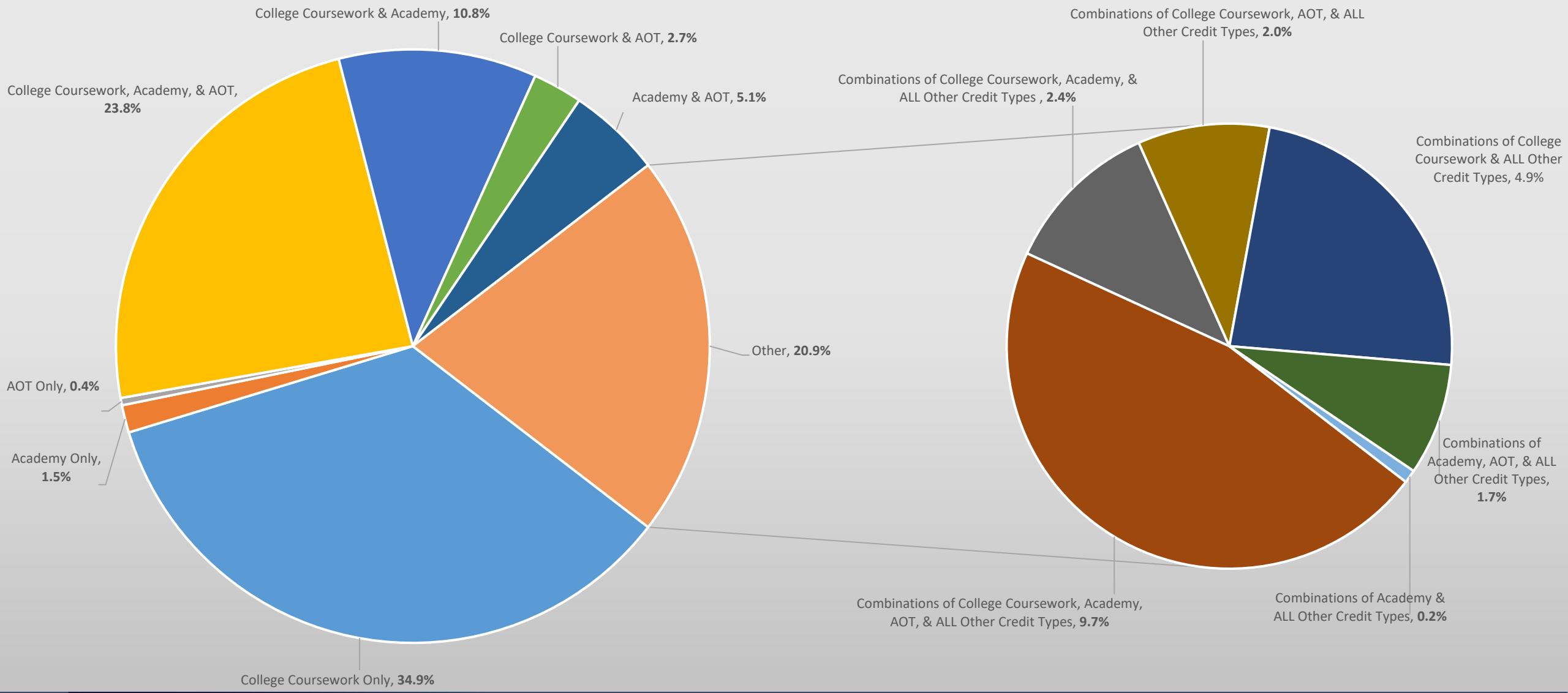
2nd Data Set of 500 Officers

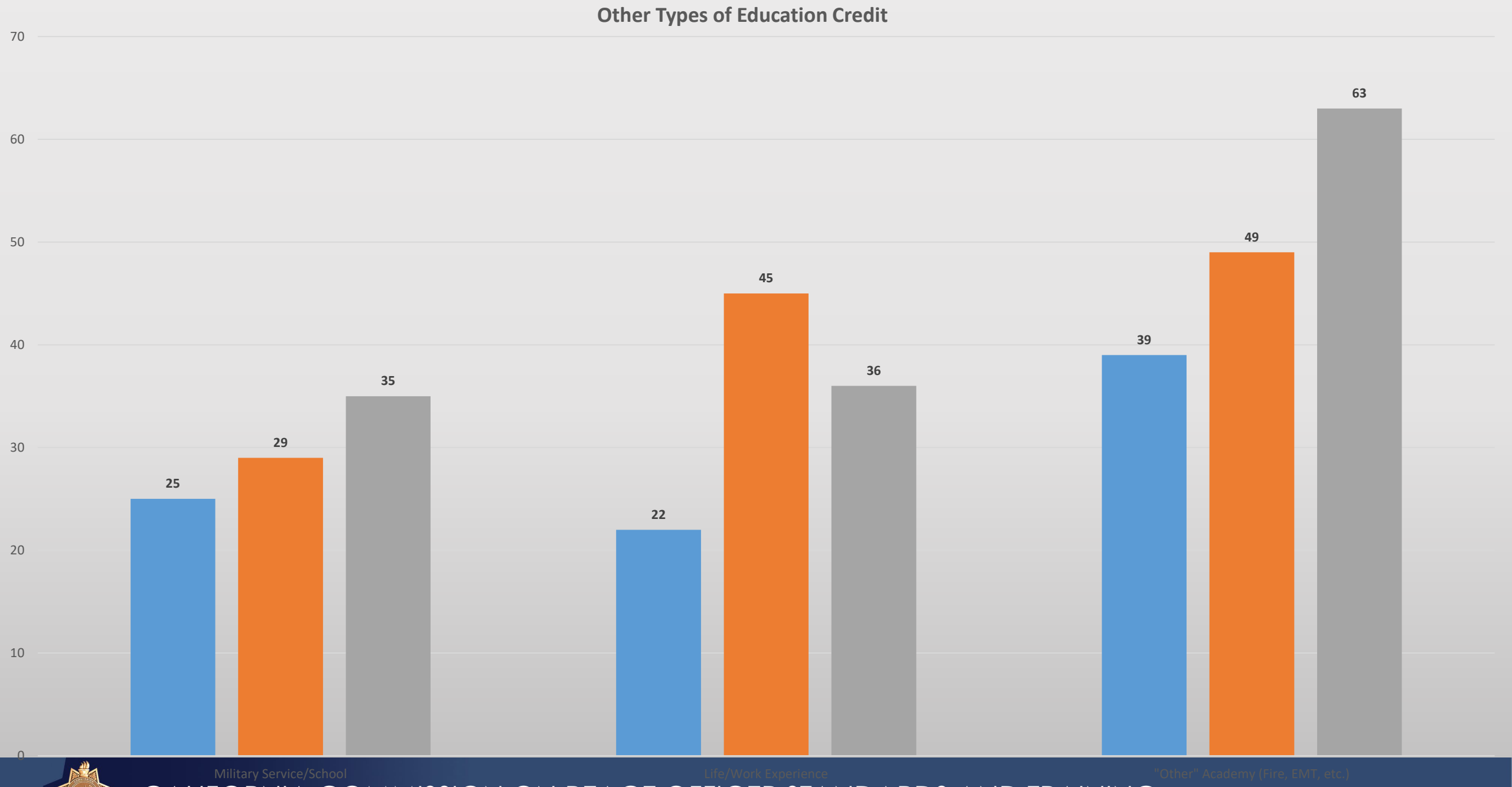


3rd Data Set of 500 Officers



Averages of All Data Sets




Other Types of Education Credit
70
60
50
40
30
20
10
0
25
29
35
22
45
36
39
49
63
Military Service/School
Life/Work Experience
"Other" Academy (Fire, EMT, etc.)

Peace Officer Standards Accountability Division

Decertification Statistics

March 2026

Data through 01/31/2026

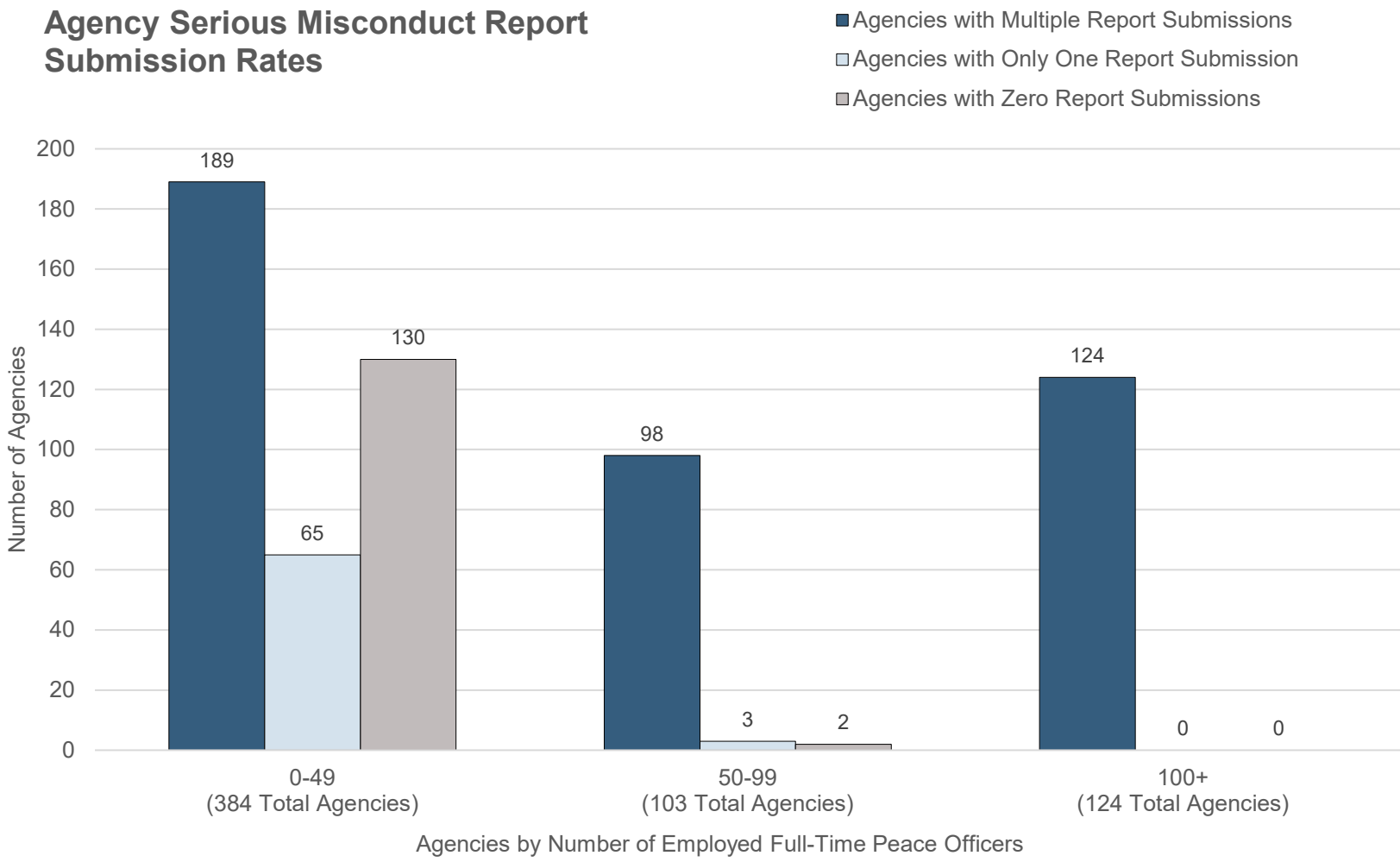
Agency participation for serious misconduct report submissions is at its highest since the implementation of SB 2.

611 agencies must report serious misconduct to POST.

Most agencies have submitted multiple serious misconduct reports to POST.

22% of agencies have not reported. Over half of these agencies employ less than 10 full-time peace officers.

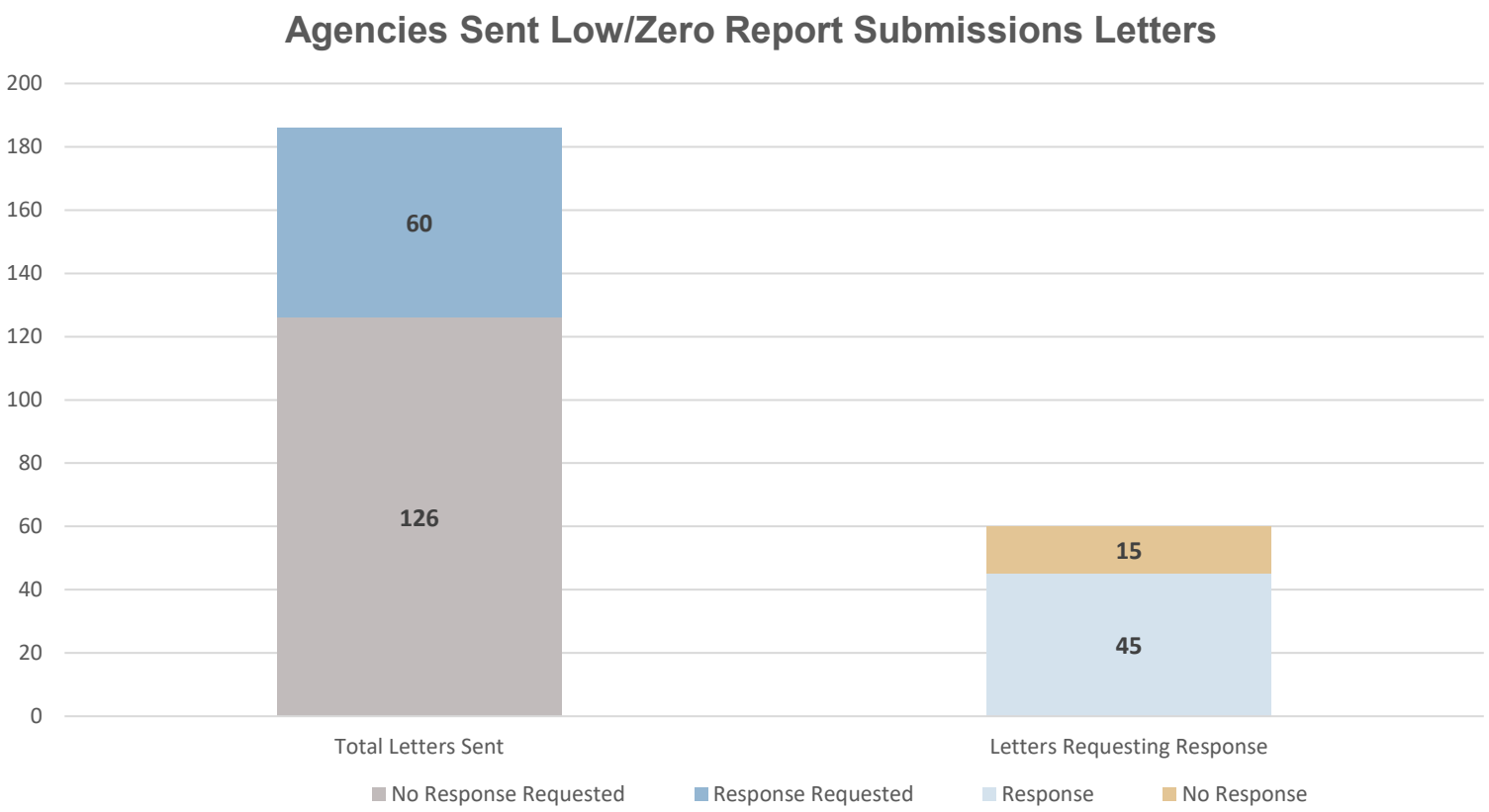
Agencies with a smaller number of peace officers are statistically expected to have less serious misconduct incidents and allegations.



POST tracks non-reporting agencies and conducts outreach to these agencies through various methods.

POST's efforts to conduct statewide outreach to non-reporting agencies include holding virtual and in-person trainings on serious misconduct reporting, the decertification process, and serious misconduct allegations and investigations.

Annually, POST sends a letter to non-reporting agencies to confirm if they had any serious misconduct to report.



In October 2025, POST identified **186 agencies** with less than expected, or zero, serious misconduct submissions.

- **60** Agencies identified as "Traditional Law Enforcement" (Police Departments, Sheriff's Offices, etc.) were sent a letter asking the Agency Head to respond and attest to the accuracy of POST's reporting.
- **126** Agencies identified as "Non-traditional Law Enforcement" (Railyards, DA's, etc.) were sent a letter advising them of the number of misconduct submissions received by POST.

Of the **60** letters sent requesting a response, **45** agencies responded to confirm the accuracy of the reporting.

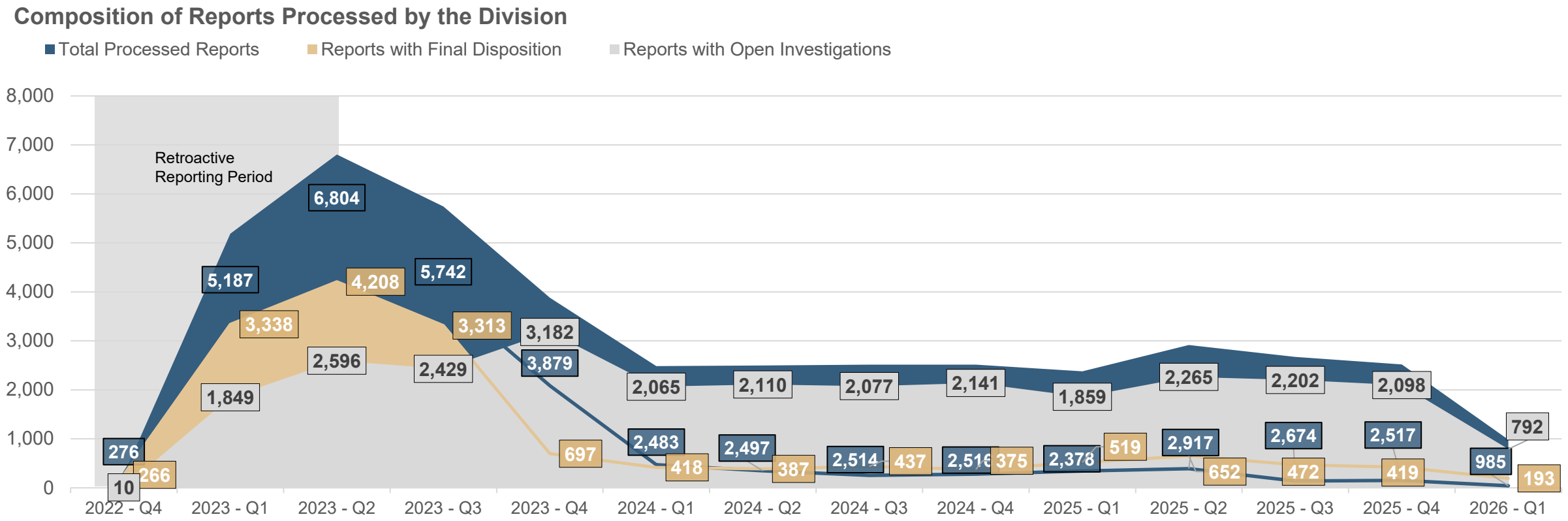
The Division's intake of serious misconduct reports was heavily driven by the statutory retroactive reporting mandate, but numbers have since stabilized at ~2.5k reports per quarter.

The Division processed over **43,000 Agency Misconduct reports.**

28% were received prior to the statutory retroactive reporting deadline: July 1, 2023.

41% of all reports were **retroactive reports** (incident date between January 1, 2020, and January 1, 2023.)

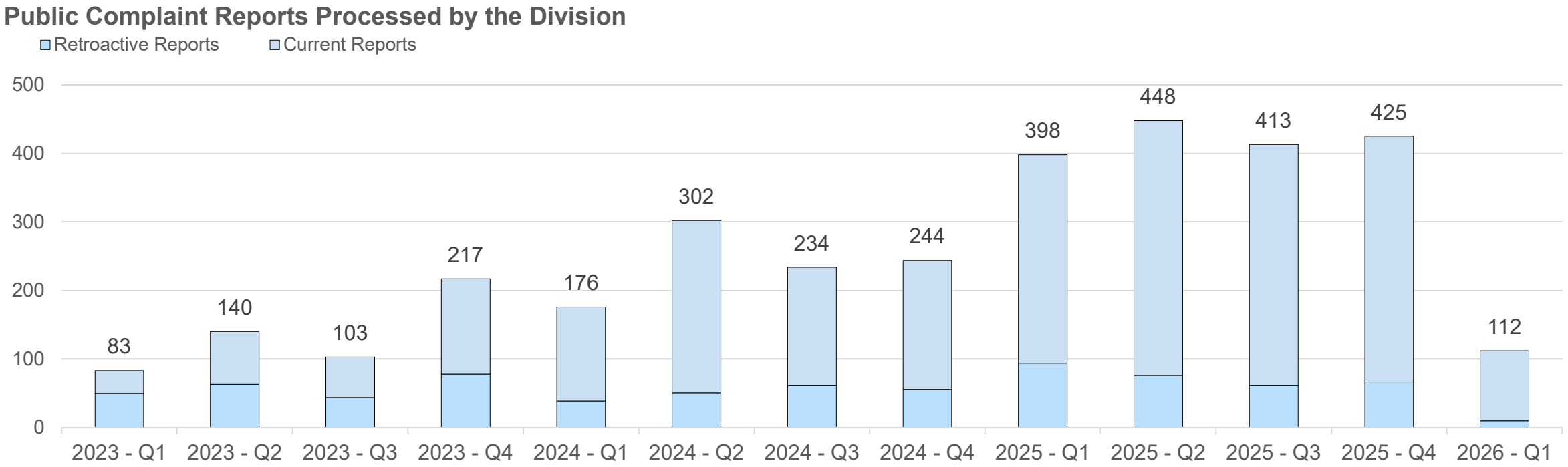
Since the 1st quarter of 2024, the Division routinely processes approximately **2,500 reports per quarter.**



Nearly 3,300 public complaint reports processed by the Division; increasing public awareness of POST and the decertification process has resulted in a steady increase of public complaint submissions.

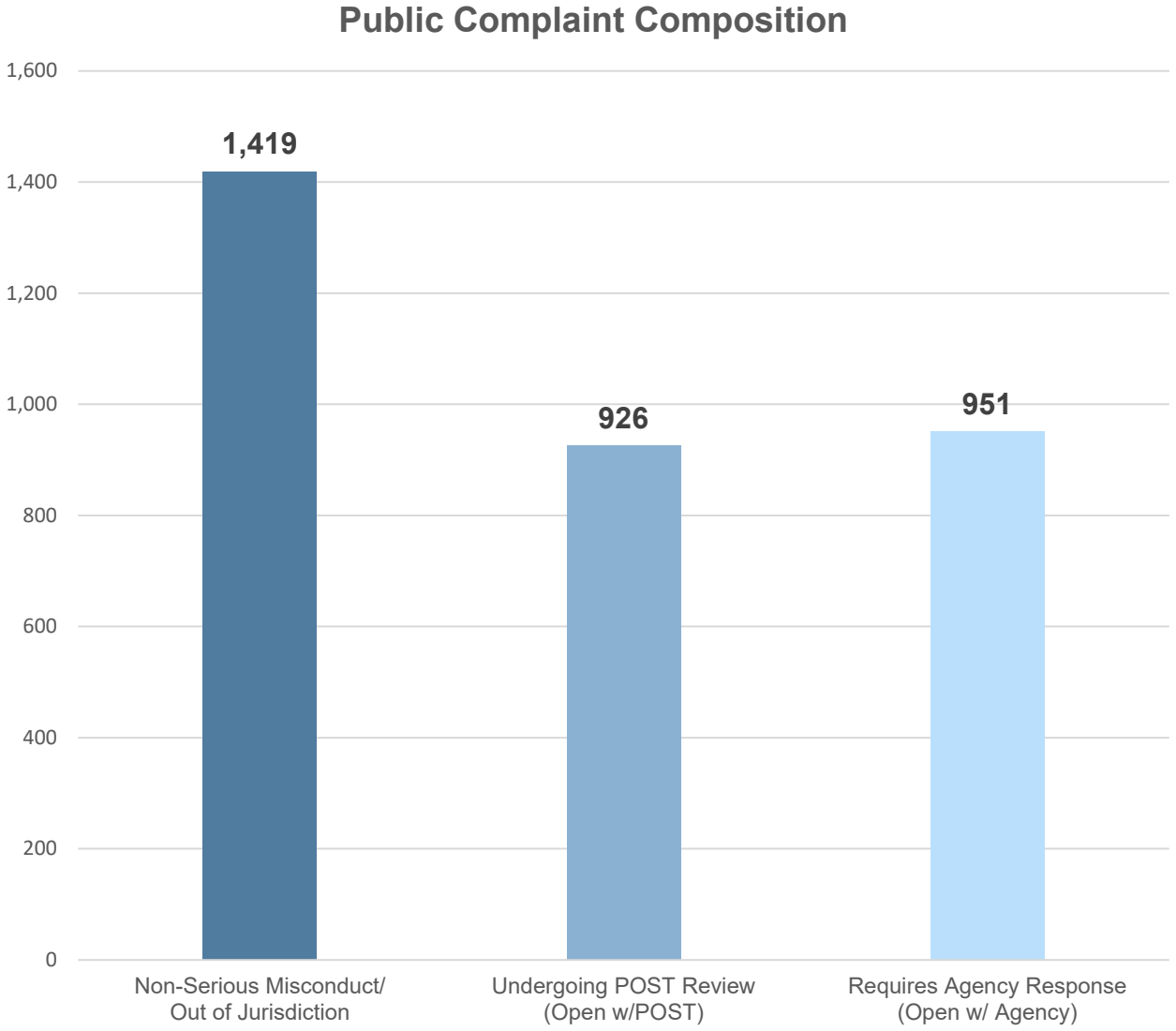
POST has received complaints against **nearly 2,000 officers** from a pool of approximately 1,200 complainants.

Agencies have submitted 668 Agency Misconduct reports to provide findings or notify POST of its ongoing investigation into the complaint. About 300 of these reports were submitted prior to POST's receipt of the public complaint.



Total reflects the **number of officers** with potential serious misconduct allegations rather than the actual number of public complaints submitted by members of the public; if an individual files a complaint that contains multiple officers, POST will create a respective report for each named officer.

POST is actively reviewing complaints and coordinating with agencies for documentation; 28% are undergoing review for potential serious misconduct, while 43% have been closed.



1,419 (43%) complaints are closed.

These complaints were reviewed by POST and determined to be serious misconduct, not serious misconduct, or non-jurisdictional. POST can only take certification action against peace officers described in Penal Code section 13510.1(a**).**

928 (28%) complaints are undergoing POST review.

POST has received sufficient agency documentation to move forward with review. These complaints were identified for containing potential serious misconduct.

951 (29%) complaints require additional agency documentation.

POST communicates with agencies to receive ample documentation prior to its review.

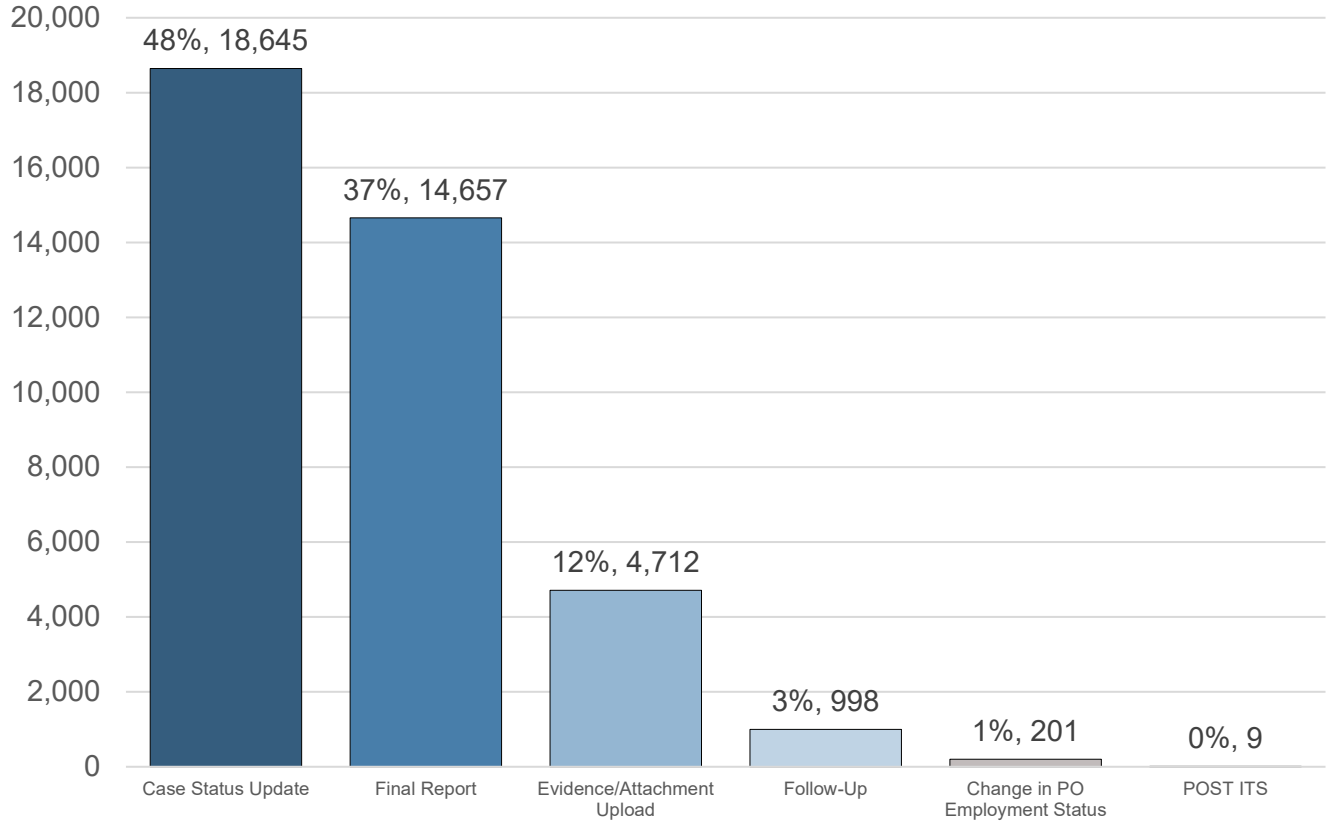
12 (0.3%) complaints have resulted in certification action.
These complaints have been reviewed by POST and resulted in revocation, ineligibility, or voluntary surrender of the subject officer's certification.

324 (9.8%) complaints are against Chiefs/Sheriffs.
These complaints are highly prioritized and brought to the attention of the Professional Conduct Bureau Chiefs, who will review the complaint and decide POST's next steps for investigation.

The Division has received over 39,000 report updates from agencies, most consisting of case status updates, evidence uploads, and agency findings.

Over 39,000 Agency Supplemental reports were submitted to provide additional information to Agency Misconduct reports and public complaints.

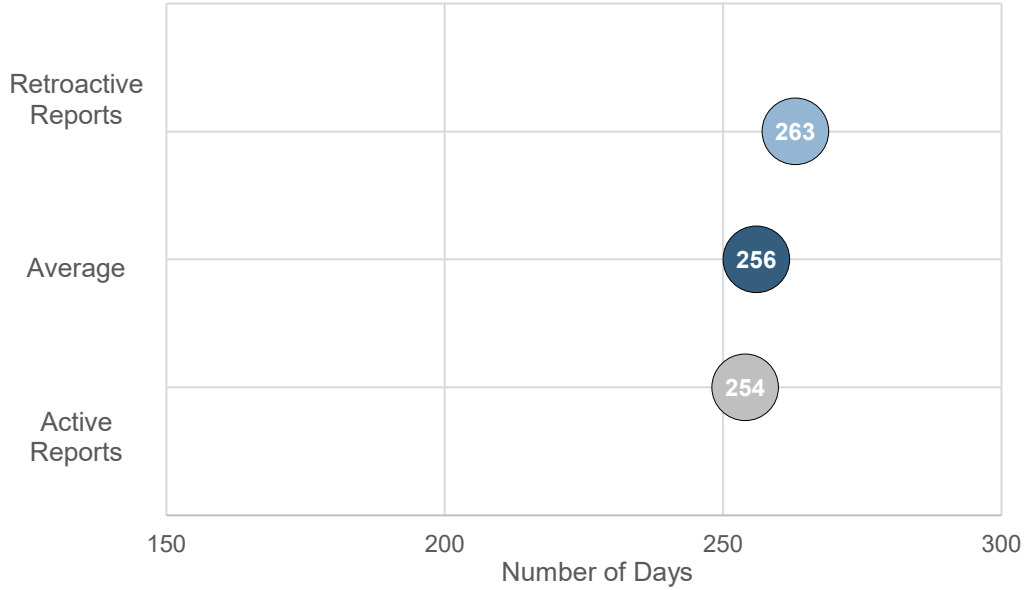
Types of Agency Supplemental Reports Submitted to POST



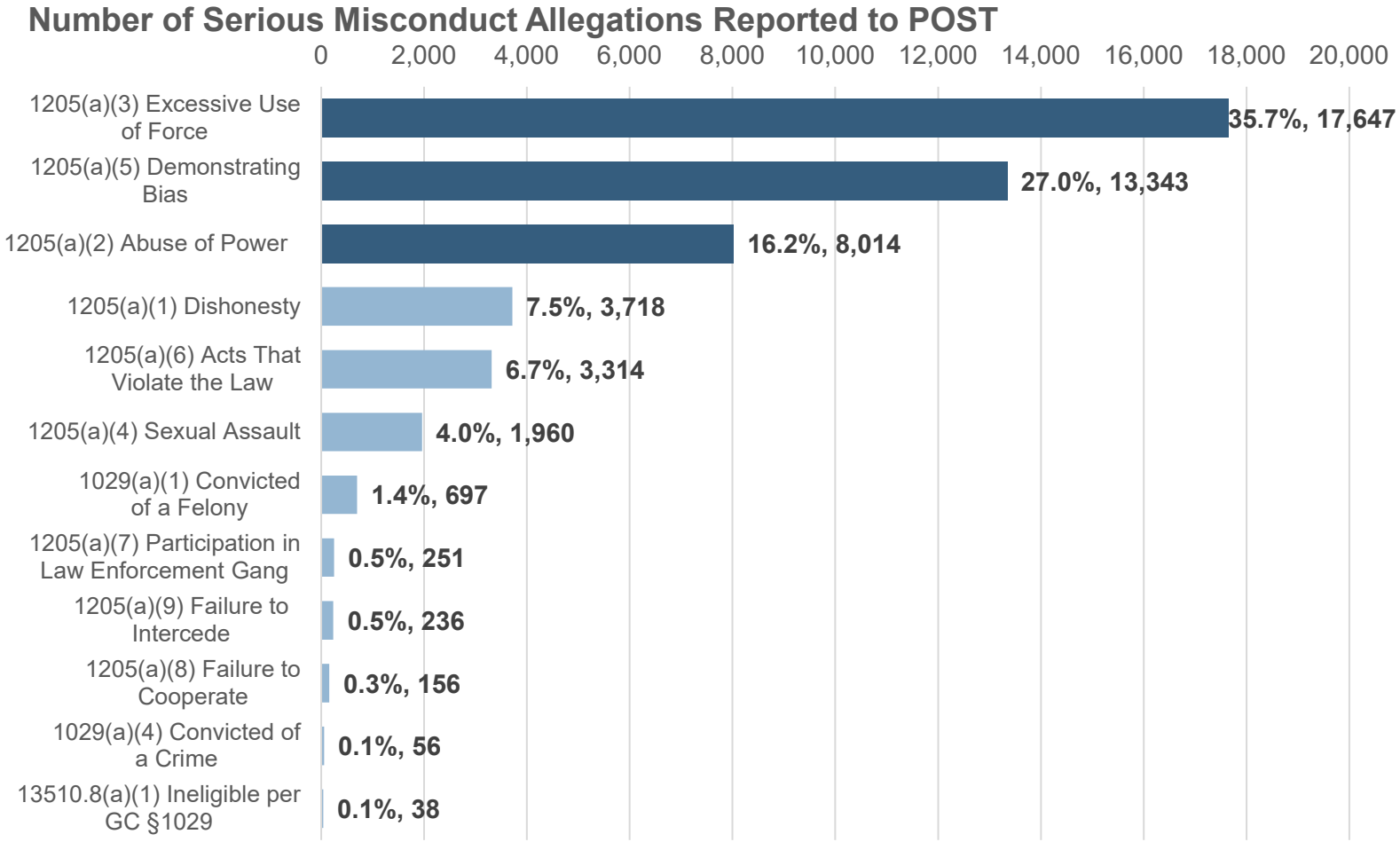
The average timeframe in which an open Agency Misconduct report receives agency findings through an Agency Supplemental report is **256 days**. This timeframe fluctuates when discerning active and retroactive reports.

On average, **retroactive reports** received agency findings in **263 days**. In contrast, **active reports** received agency findings later, within an average of **254 days**.

Average Agency Finding Submission Times By Incident Date



Over 49,000 serious misconduct allegations spanning 23,000+ officers statewide have been reported to POST; in accordance with statute, only 85% of the allegations are potentially actionable.



A report or complaint may contain multiple allegations.

23,262 subject peace officers (27% of total CA peace officers) received allegations.

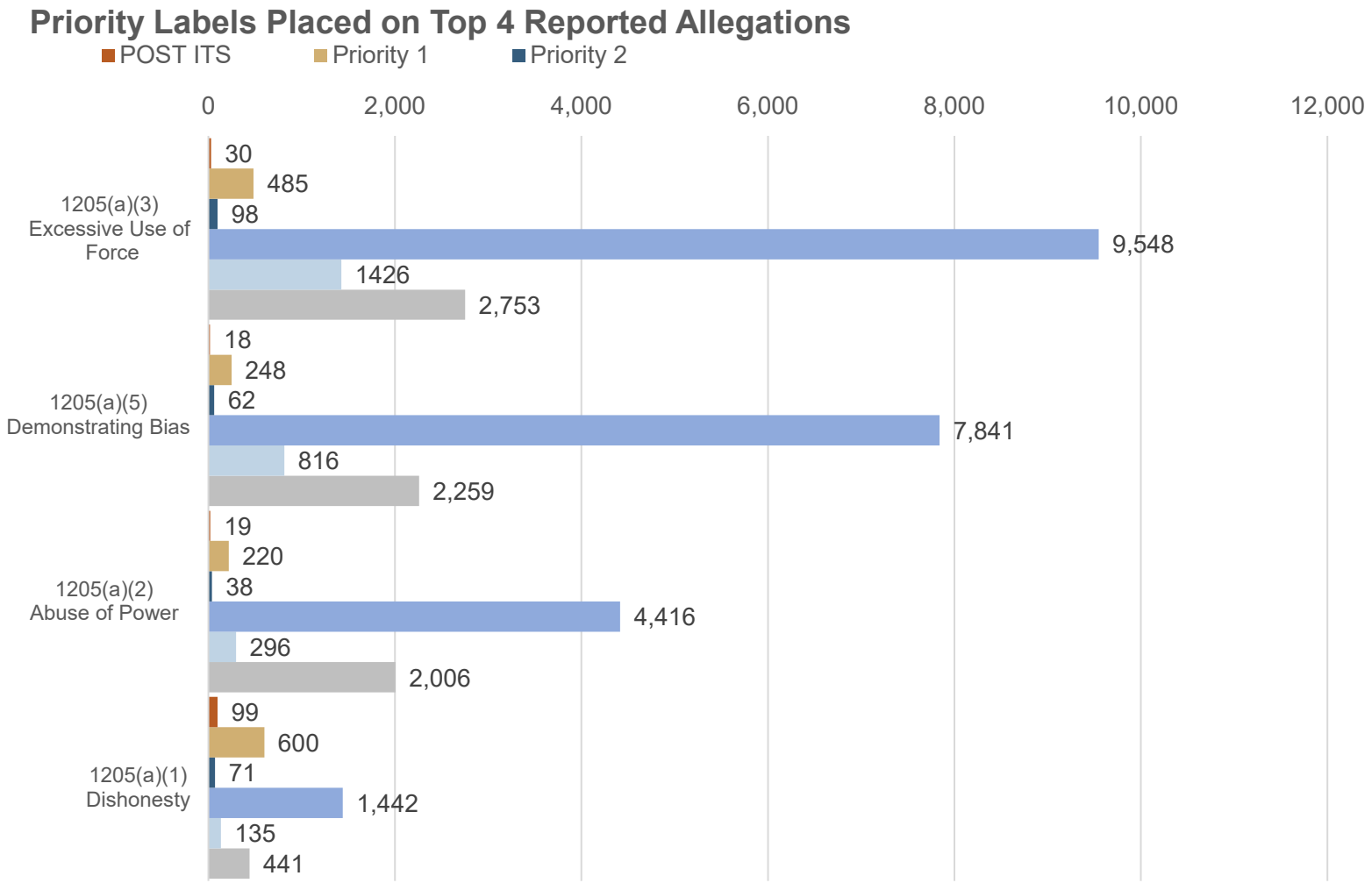
About **41%** of allegations **occurred prior to January 1, 2022**.

POST can only act against conduct that occurred prior to January 1, 2022, **if:**

(1) The subject officer's agency makes a final determination on its investigation **after** January 1, 2022,
or
(2) The allegations include dishonesty, sexual assault, and/or use of deadly force resulting in serious bodily injury or death.

Approximately **42,000** (85%) of the allegations **are considered potentially actionable** by POST.

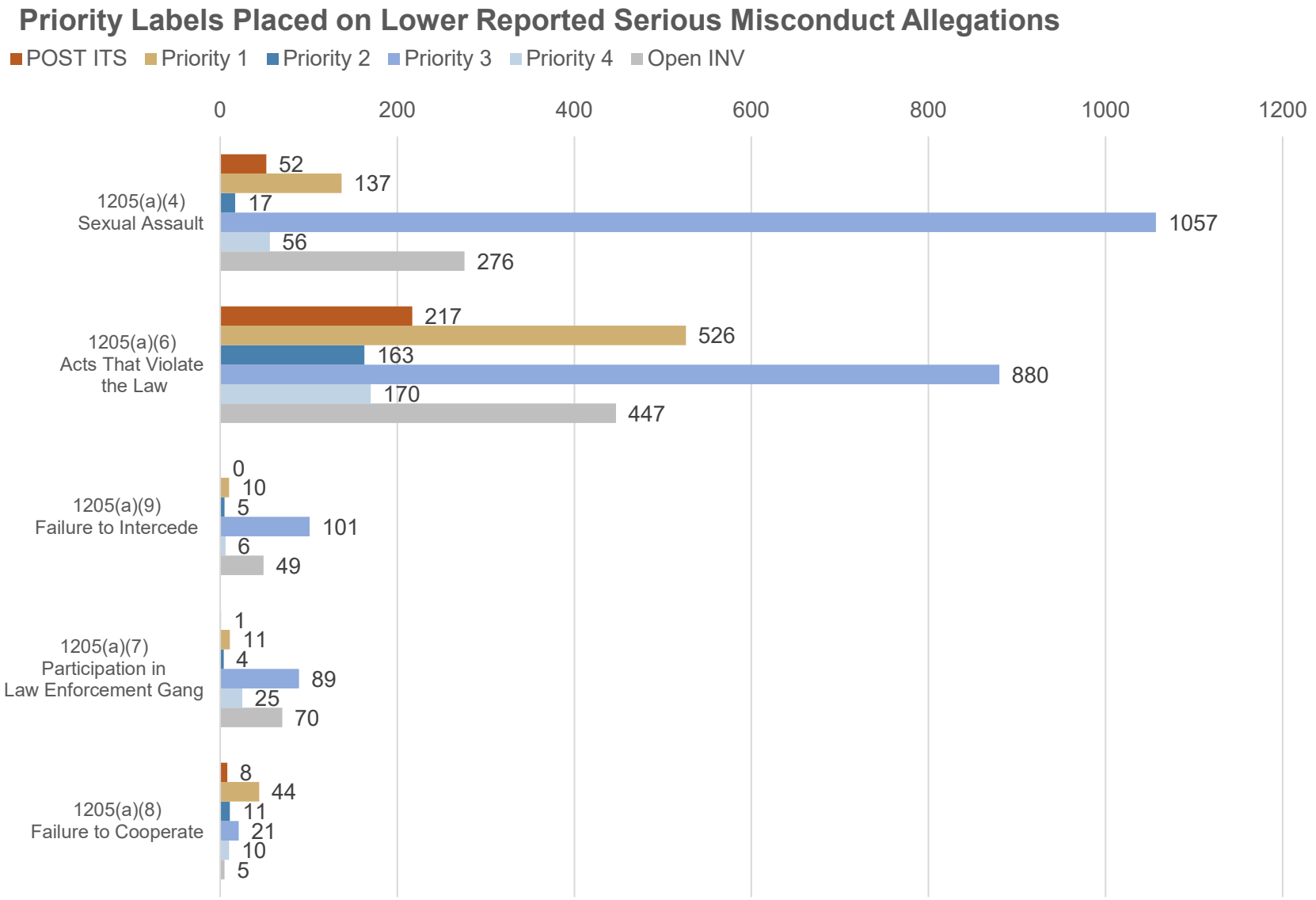
Prioritization of reported allegations to POST: bulk of allegations receive Priority 3 and Open INV labels.



* Labels are assigned upon review by Intake and Disposition Bureau. Prioritization is subject to change when reports are assigned into cases to Professional Conduct Bureau staff.

Label	Definition
POST ITS	Contains a potential ITS basis outlined in Penal Code section 13510.8(d).
Priority 1	Contains politically/media-sensitive content or sustained agency findings, regardless of the incident or agency finding date.
Priority 2	Contains sustained agency findings for policy violations that may or may not fall under the definition of serious misconduct.
Priority 3	Contains an unfounded, exonerated, or not sustained finding with an agency finding date that takes place **after** January 1, 2022.
Priority 4	Contains an unfounded, exonerated, or not sustained finding with an agency finding date that takes place **before** January 1, 2022.
OPEN INV	Contains an ongoing agency investigation without agency findings.

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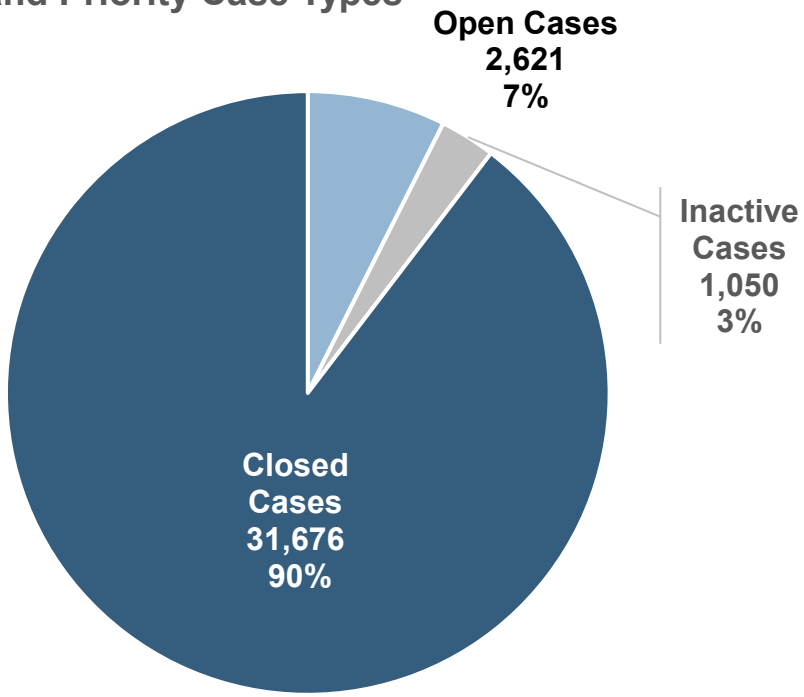
90% of ITS, Public Complaint, and Priority cases are closed; remaining ongoing caseload is prioritized based on agency findings and potential risk to public safety.

90% of ITS, Public Complaint, and Priority cases were closed following POST's review.

7% of these cases are open for POST's review.

The remaining **3% are considered inactive.**

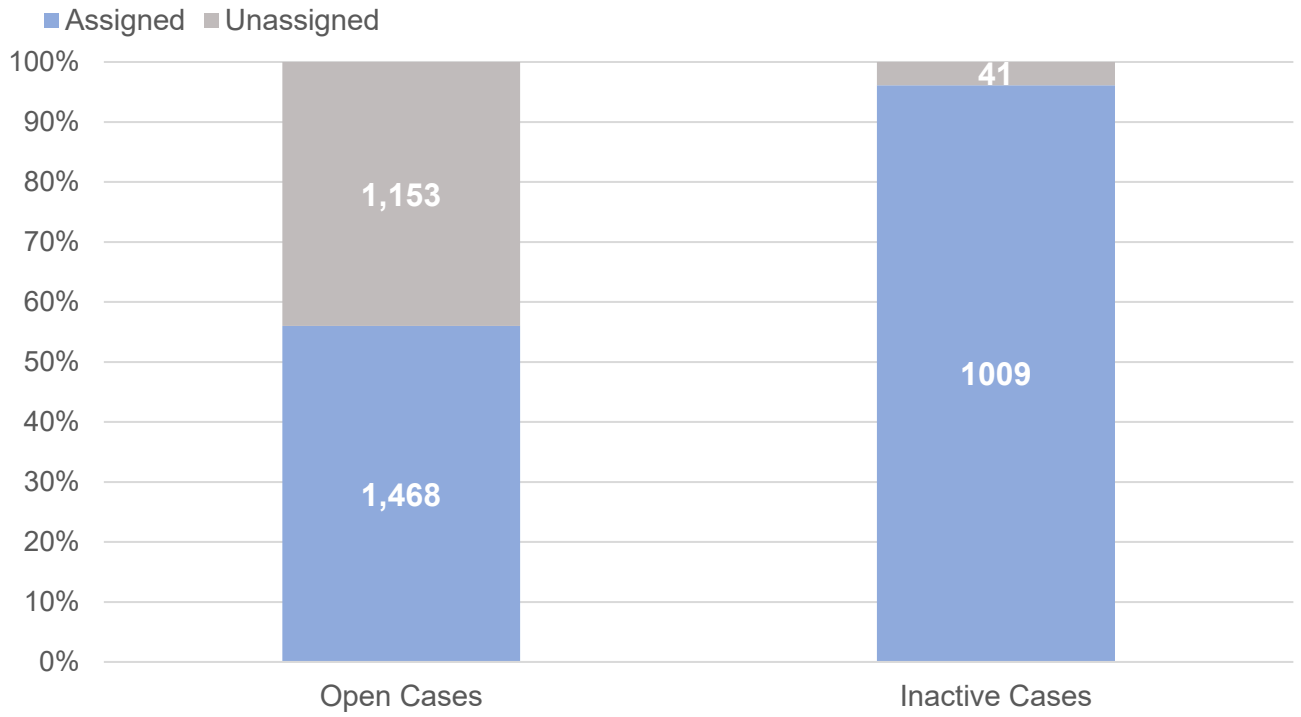
Case Statuses Among ITS, Public Complaint, and Priority Case Types



Open Cases - 56% have been assigned to staff for review; 44% are pending assignment.

Inactive Cases - 96% have been assigned to follow up with agencies on their investigation findings and/or monitor cases that pose a potential risk to public safety; 4% are unassigned due to the absence of agency findings.

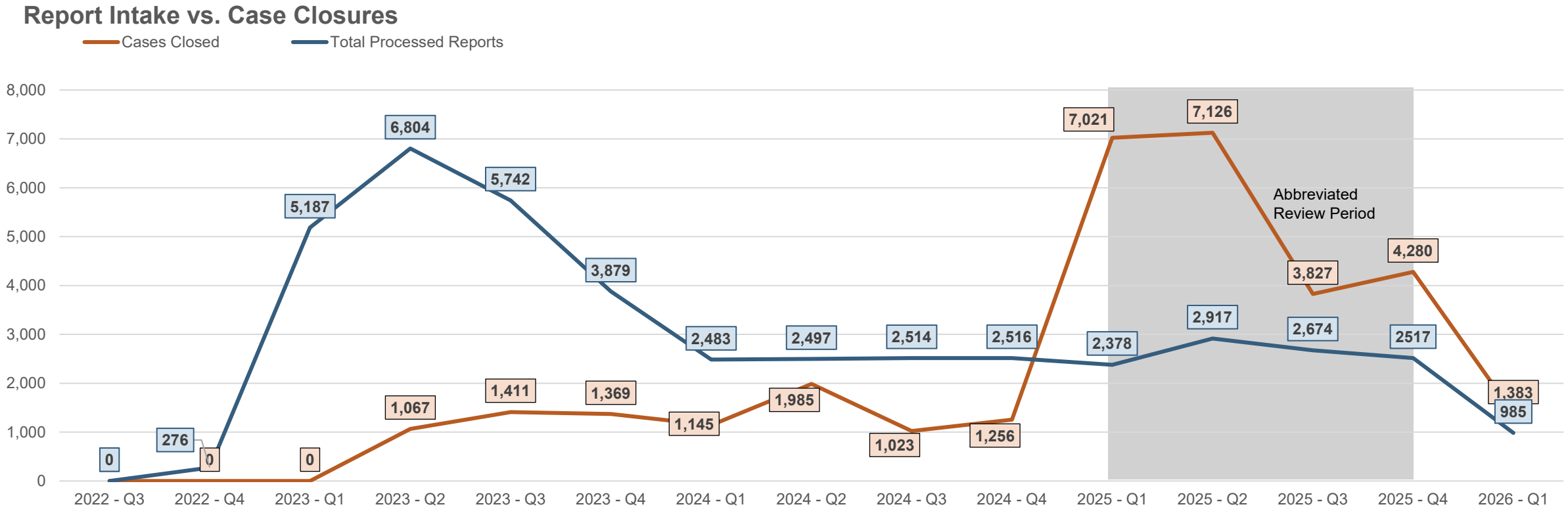
Assigned and Unassigned Open and Inactive ITS, Public Complaint, and Priority Cases



POST's case closures are catching up to its initial report intake; its abbreviated review process is aiding in backlog clearance.

In 2025 Quarter 1, the Division saw a spike in case closures due to a limited-time **Abbreviated Review** process to address the backlog of Priority 3 cases. Agency and POST's findings within Priority 3 cases saw little discrepancies in outcomes, and the Division determined it would be most responsible to prioritize and investigate cases that may contain serious misconduct.

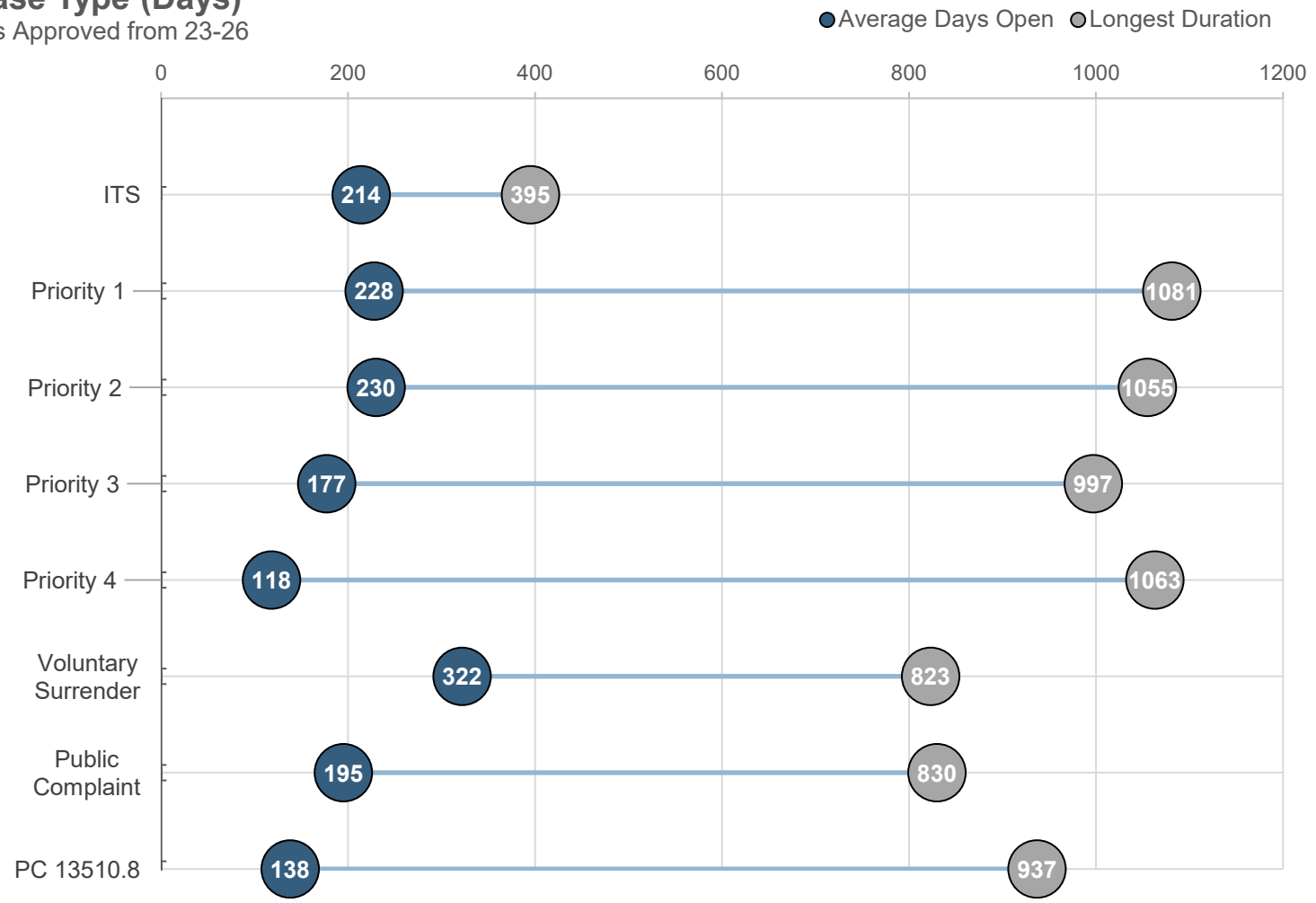
With most Priority 3 cases now closed under the Abbreviated Review process, the Division has initiated an audit phase to ensure proper case analysis and closure.



To date, all closed cases have been closed within the 3-year statutory timeframe, with ITS cases accelerated due to public safety risk.

Average vs. Maximum Case Closure Timeframes by Case Type (Days)

Reports Approved from 23-26



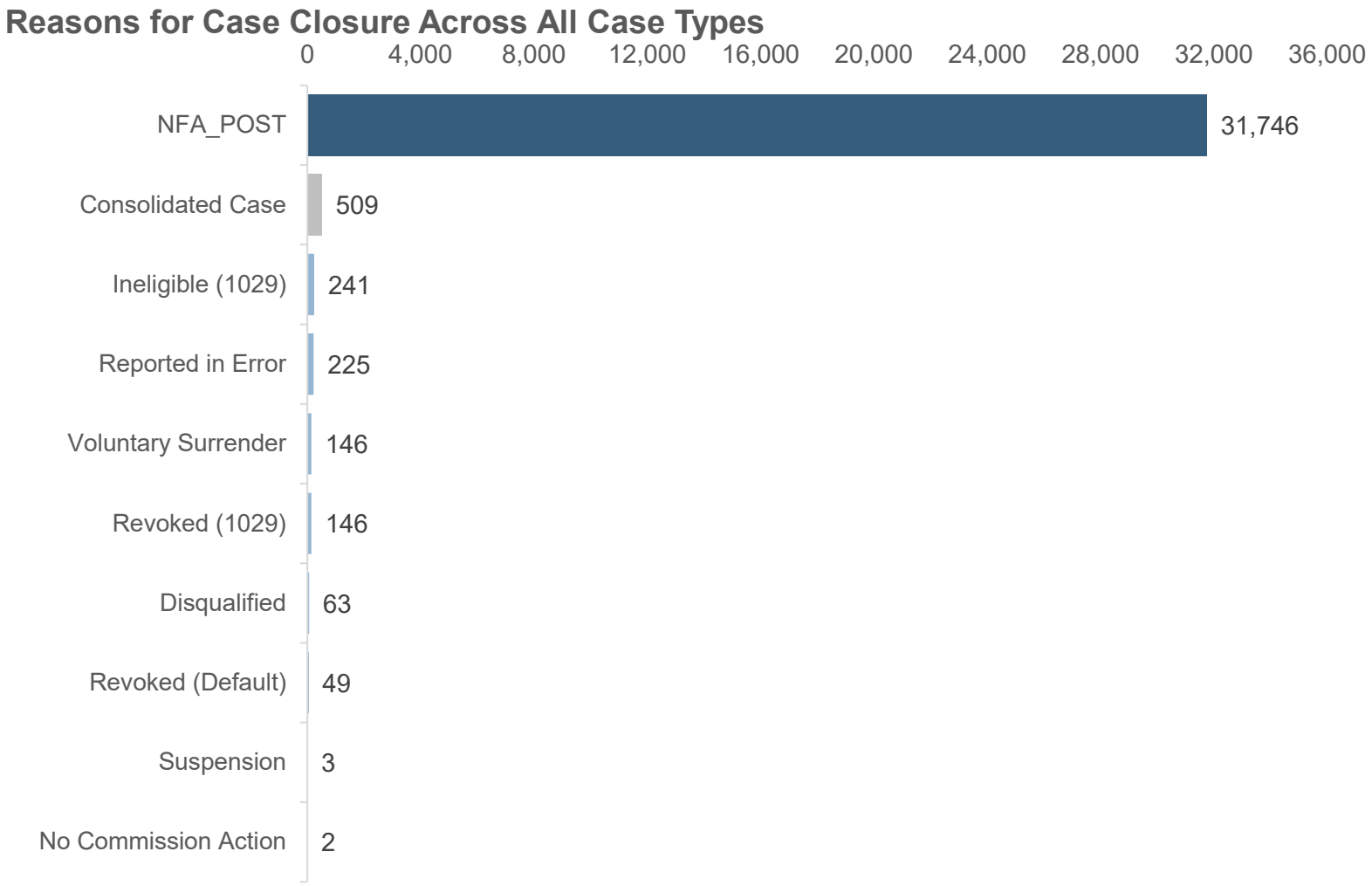
A case is considered open when POST receives the agency's findings up to the point in which POST comes to a determination on the case.

POST has three years upon receipt of the agency's findings to complete its investigation into serious misconduct.

The median number of days for cases to close is 230 days.

Cases with longer investigation durations comprise **~25% of the closed cases**.

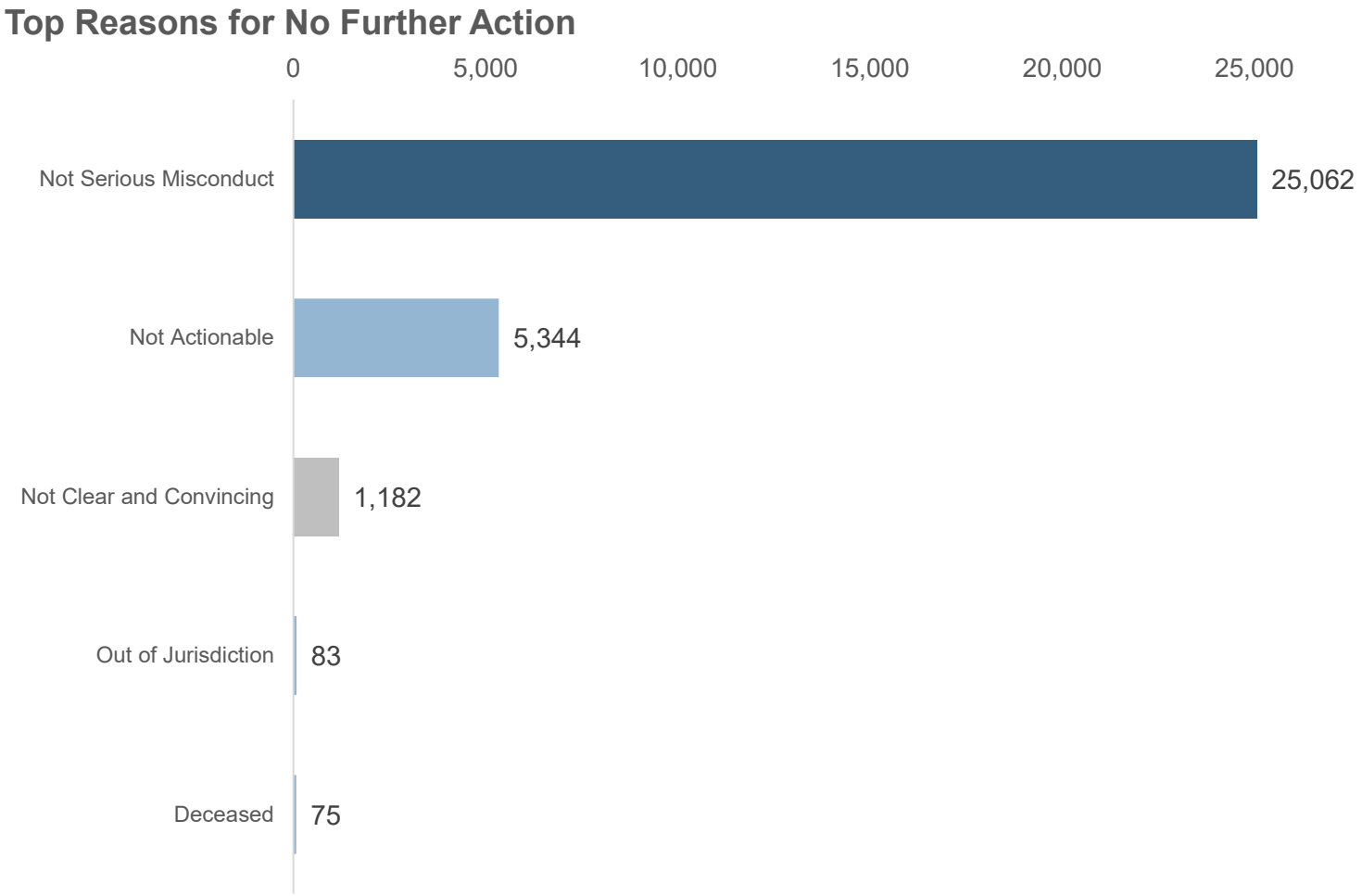
Approximately 2% of cases closed by POST resulted in disciplinary action. About 95% of cases were closed without further action.



No Further Action (NFA_POST) accounted for **95% of POST's case closures.**

Cases closed due to **revocation, Voluntary Surrender, and Ineligibility** make up **1.9%** of all closures.

Breakdown of No Further Action case closures: 79% considered not serious misconduct, 17% non-actionable, and 4% contained insufficient evidence.

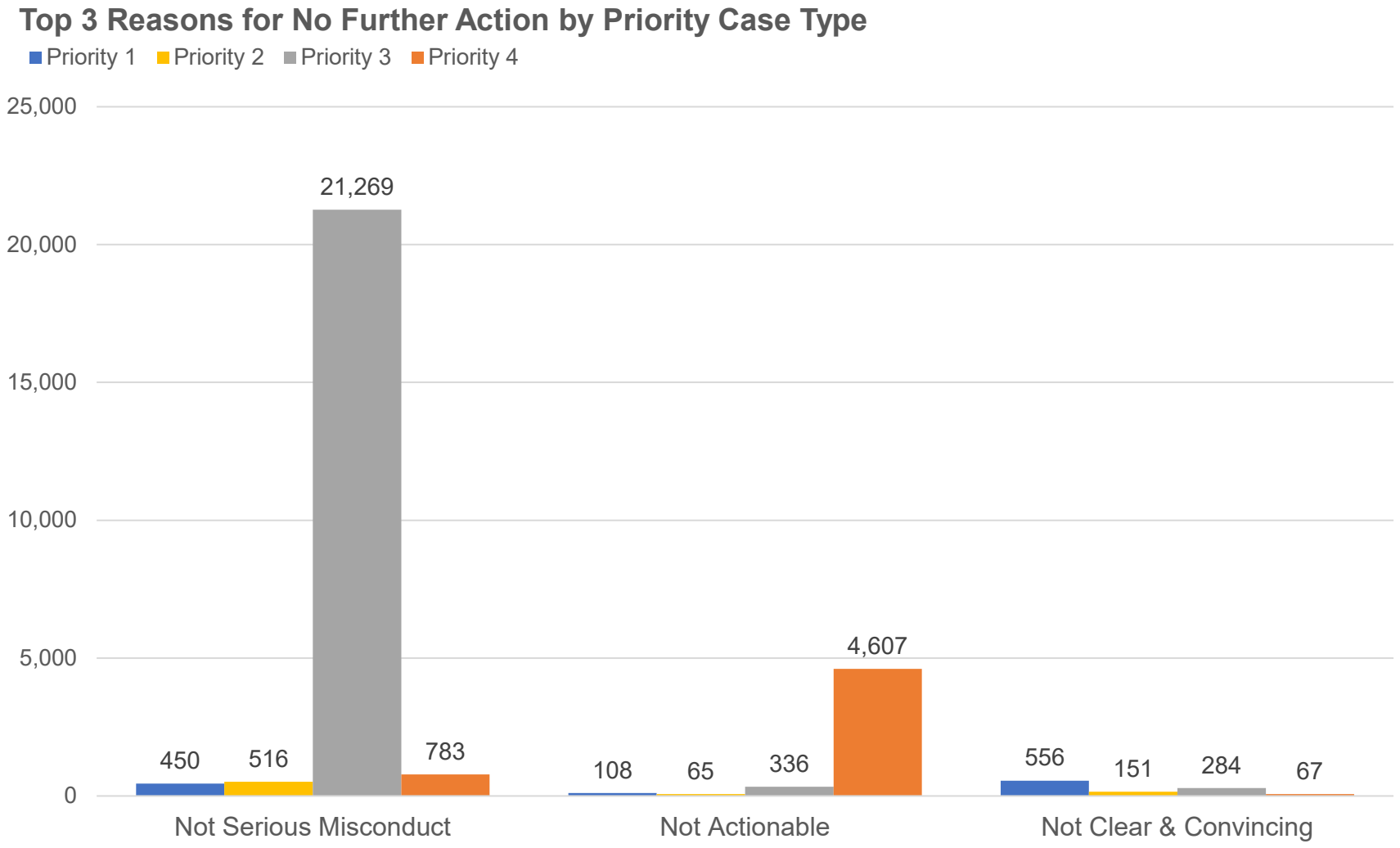


79% of NFA_POST cases were closed because they **did not meet the definition of serious misconduct.**

17% of these cases were closed for being **non-actionable**, meaning POST did not have the statutory authority to act on the case.

Only **4%** of NFA_POST cases were closed because there was **insufficient clear and convincing evidence**. Conduct within these cases may rise to the level of serious misconduct, but POST could not meet the burden of proof.

Closure trends among priority case types: most not serious misconduct and non-actionable cases are Priority 3 and 4, while Priority 1 cases see most evidentiary gaps.



92% of closures for failure to meet serious misconduct were **Priority 3 cases**.

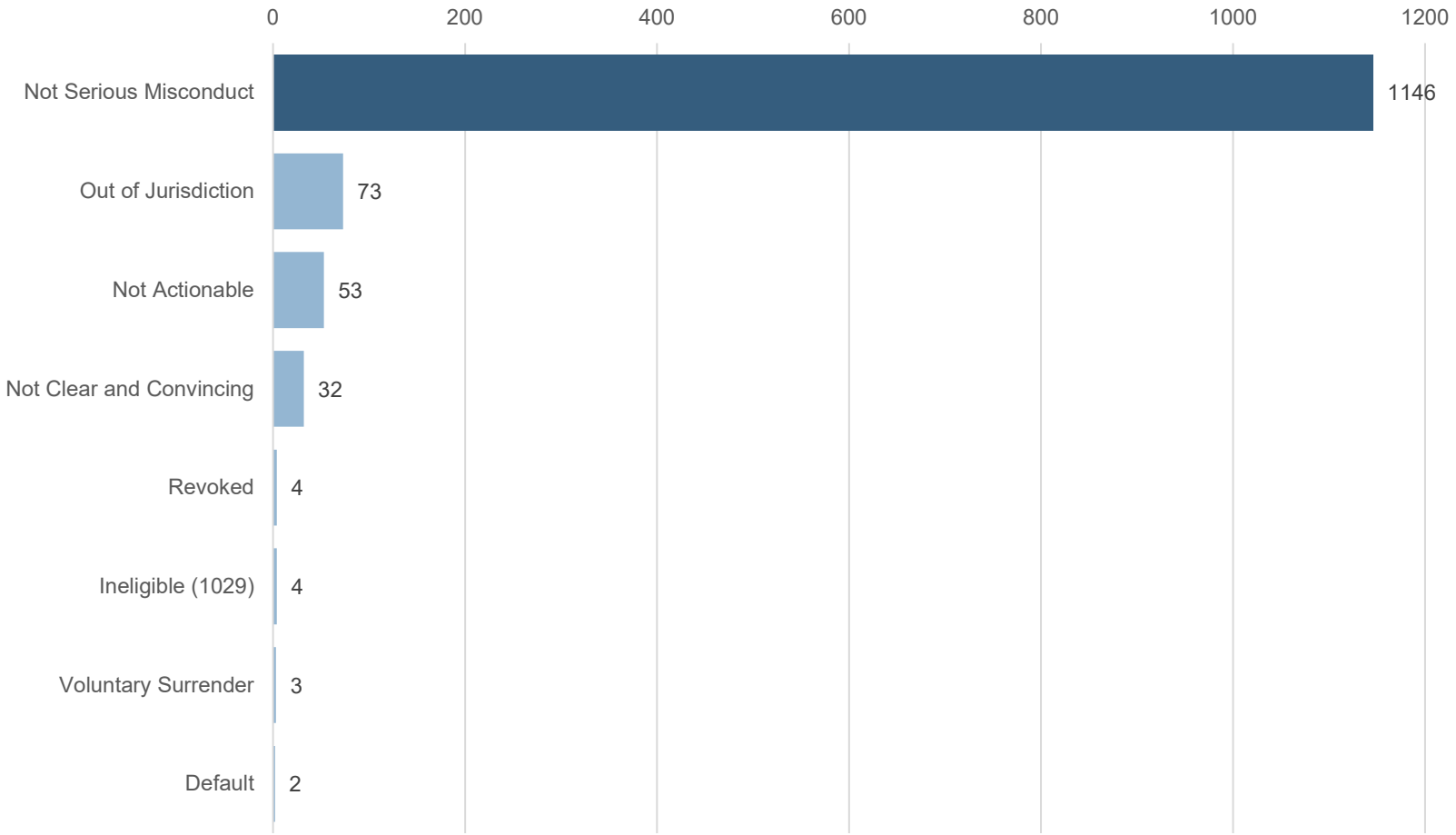
90% of non-actionable closures were **Priority 4 cases**, which aligns with expectations.

53% of cases closed for not meeting the clear and convincing evidentiary standard are **Priority 1 cases**.

Priority 1 and Priority 2 cases combined account for 69% of not clear and convincing closures.

Closure trends among public complaints: most complaints are closed out as not serious misconduct, non-jurisdictional, and non-actionable. A handful have resulted in certification action.

Top Reasons for Case Closure Among Public Complaints



86% of closed cases containing public complaint reports were closed out as **not serious misconduct.**

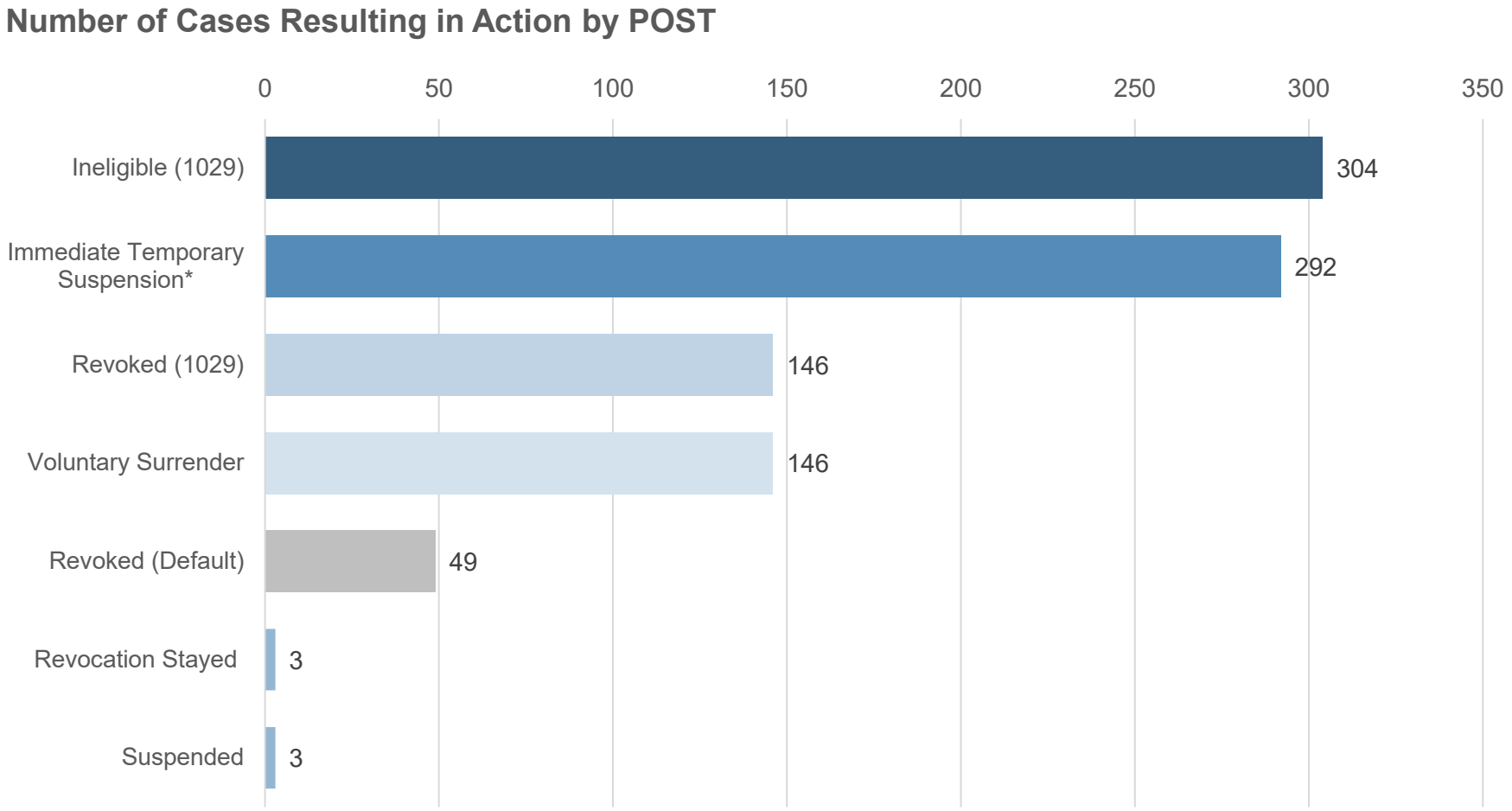
About 5% were closed out as **non-jurisdictional**, which occurs when a complaint indicates a person **not defined within Penal Code section 13510.1(a)**.

4% were closed out as non-actionable.

2% of may have met serious misconduct but did not meet the clear and convincing evidentiary standard.

1% resulted in certification action.

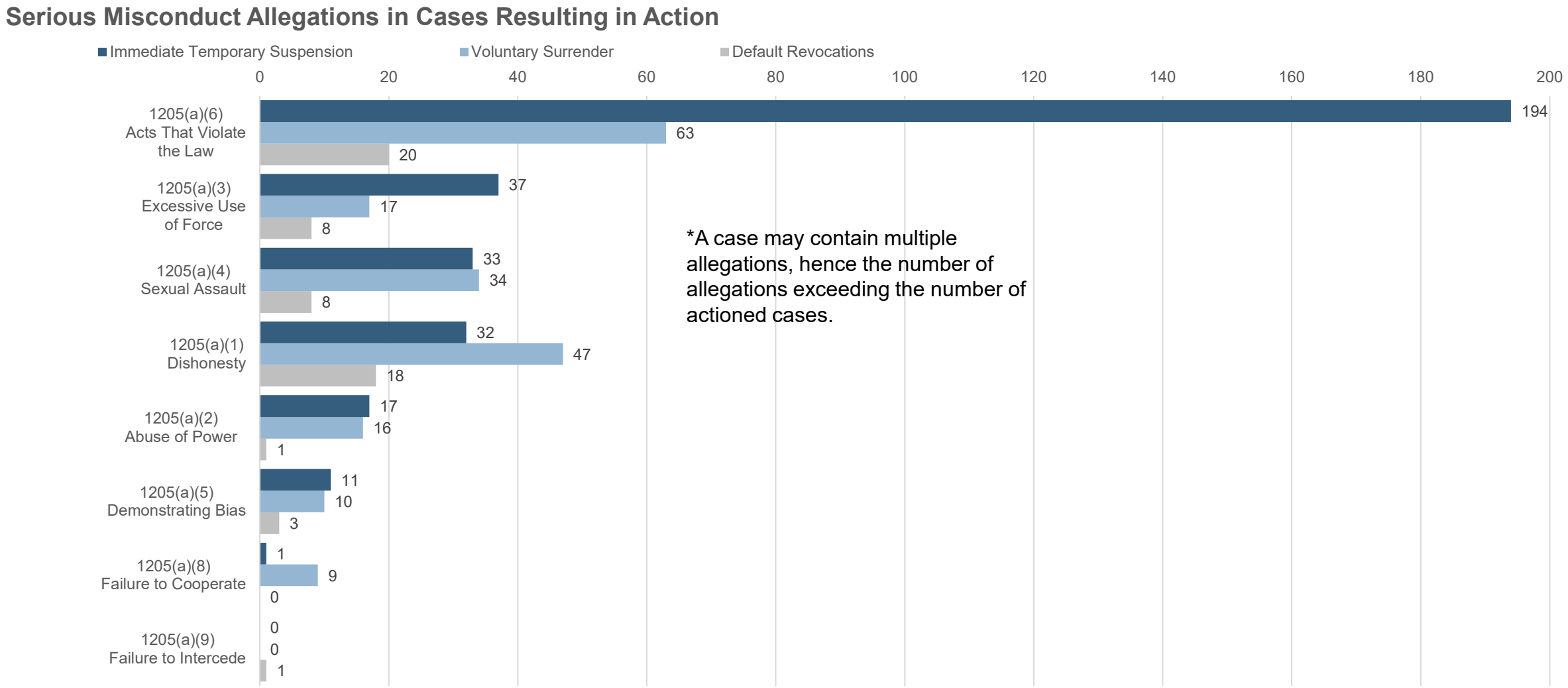
The number of disciplinary actions taken by POST is above average compared to other California regulatory licensing agencies.



943 disciplinary actions have been imposed by POST. This amounts to **1.1% of actions** on POST's licensee population (~83k) annually.

*Reflects total number of issued Immediate Temporary Suspensions and those that resulted in subsequent action.

The top allegations resulting in action by POST are Acts that Violate the Law, Dishonesty, and Sexual Assault.

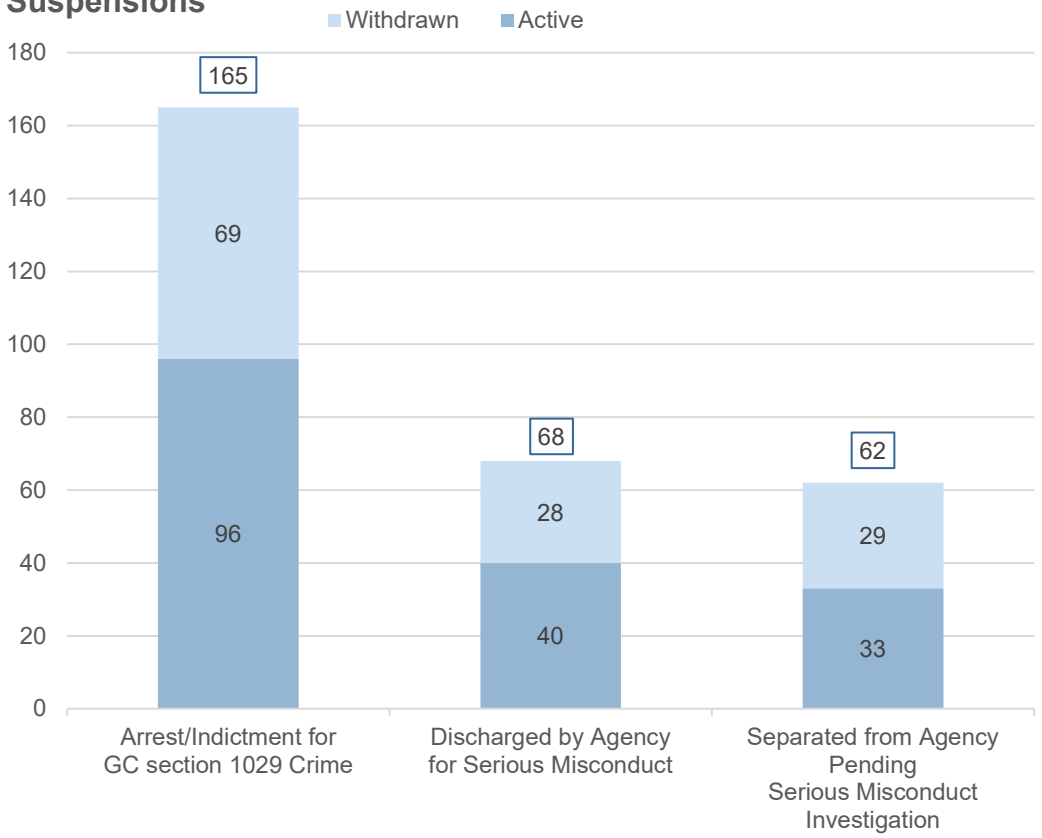


Arrests and indictments for Government Code section 1029 crimes are the highest basis for issued immediate temporary suspensions, contributing to relatively high revocation outcomes.

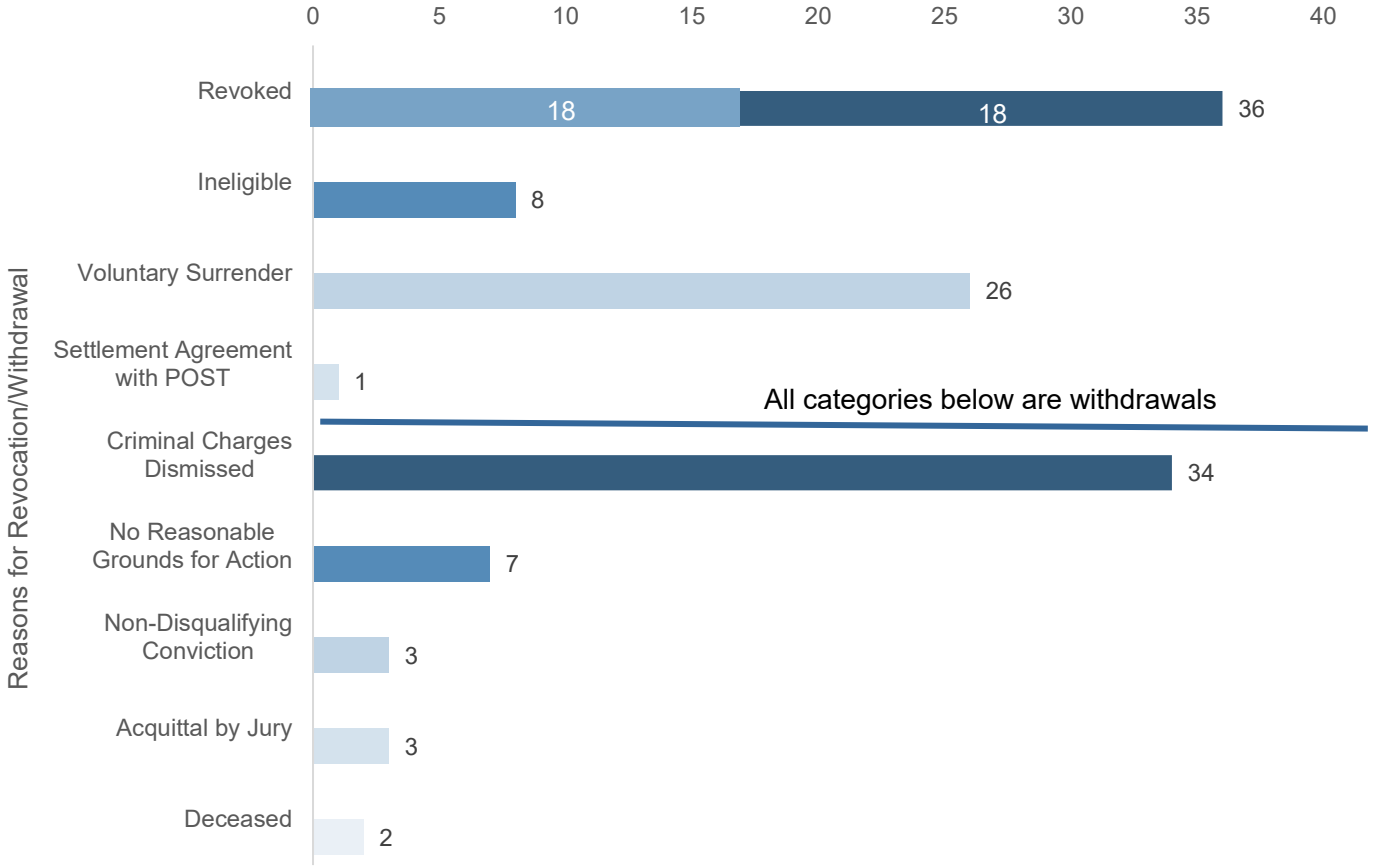
Bases for an immediate temporary suspension (ITS) are outlined in Penal Code section 13510.8(d). An ITS may be issued for one or more bases.

An ITS remains in effect until a final determination is made by the Commission, or the Executive Director withdraws the temporary suspension.

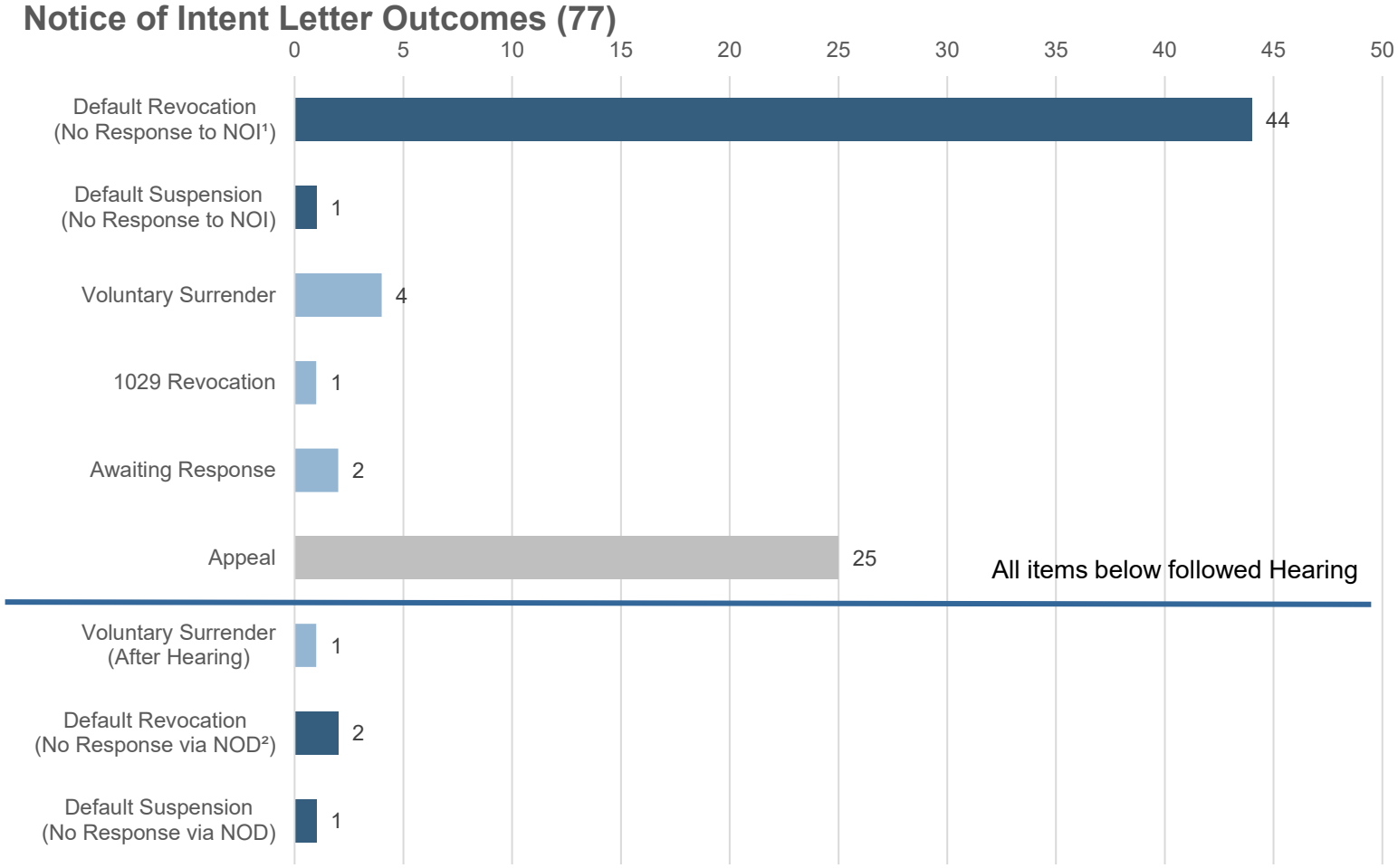
Basis Considered for Issued Immediate Temporary Suspensions



Immediate Temporary Suspensions Resulting in Action or Withdrawal



Over half of subject officers who have received a Notice of Intent letter did not respond, resulting in default outcomes.



A total of 77 Notice of Intent letters have been sent.

48 Notices resulted in a default decision:

- 45 defaulted from failure to respond to the Notice within the 30-day appeal timeframe
- 3 defaulted after hearing before the Board and Commission due to failure to timely respond to POST's accusation with a Notice of Defense.

25 Notices resulted in appeals; of these appeals, 25 have been heard by the Board and 22 have been heard by the Commission.

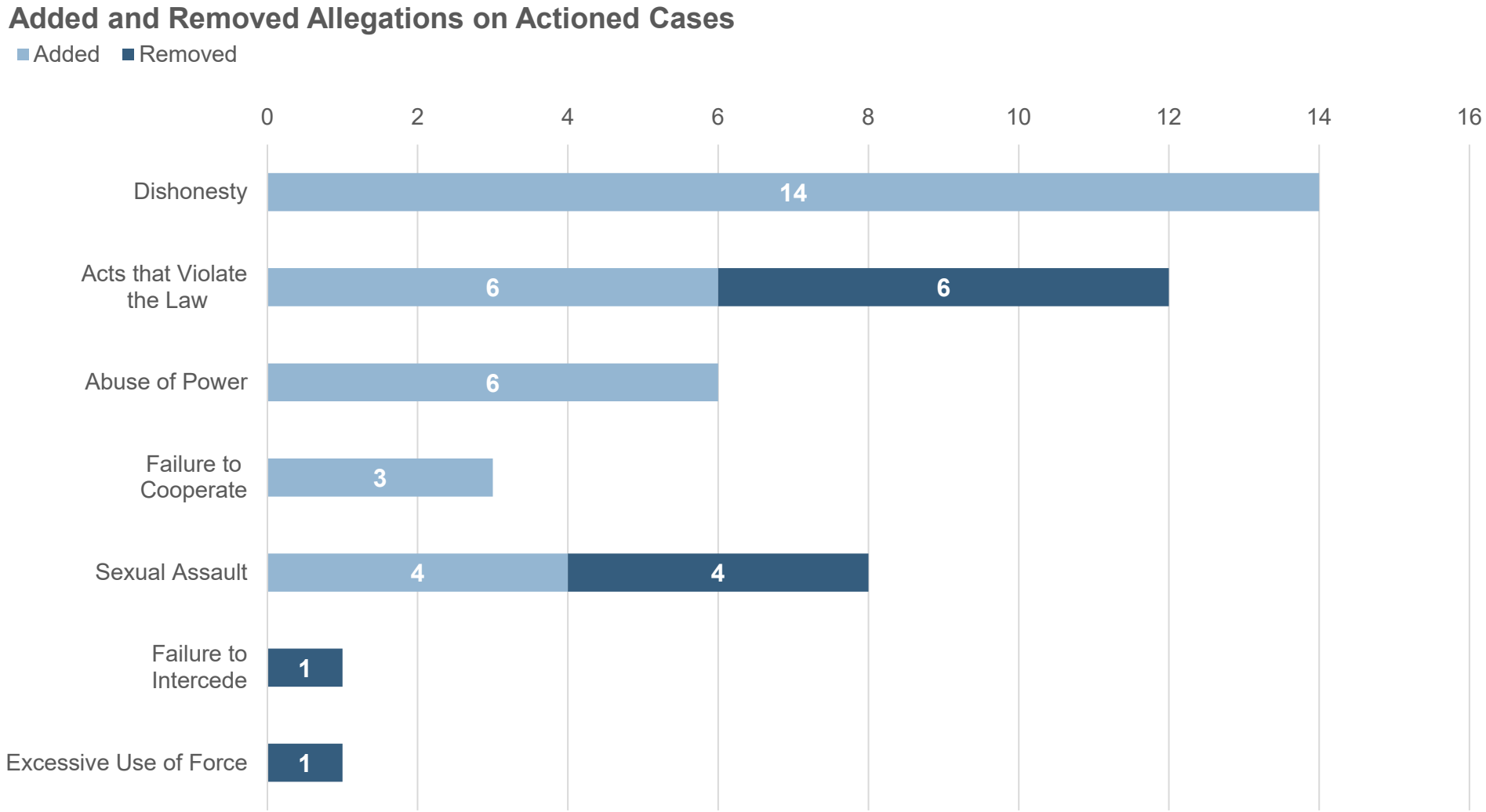
1. **Notice of Intent to Revoke letter**. Failure to respond within 30 days of the Notice's mailing date results in a default action without any further proceedings.
2. **Notice of Defense**. When the Commission deems that action against a peace officer's certification is warranted, POST works with the Attorney General's Office to file an accusation against the subject officer. In accordance with Government Code section 11520, failure to respond to this accusation with a Notice of Defense within 15 days results in the imposition of the Commission's determination without further proceedings.

Almost half of the cases receiving Notice of Intent letters involve POST capturing additional causes for action or amending the agencies' causes for action to align with the regulatory definitions of serious misconduct.

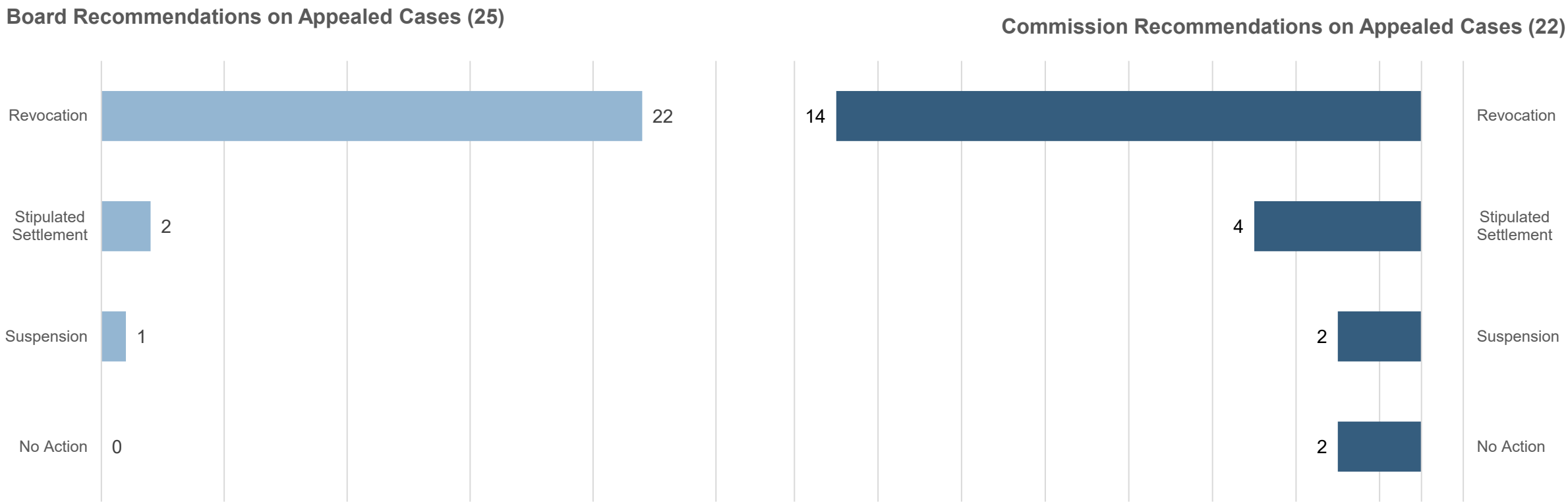
POST revised the original allegations submitted by agencies in **33 of the 77 cases** that received a Notice of Intent letter.

The **most frequent additions** were allegations of **Dishonesty, Abuse of Power,** and **Acts that Violate the Law.**

The **most common removals** were allegations of **Acts that Violate the Law** and **Sexual Assault**.



Comparing Board and Commission recommendations on appealed cases:



The Board has moved to revoke in most cases (22 out of 25), across a range of allegations. The exceptions include cases involving DUIs; one resulted in a suspension, which occurred before awareness of the stipulation process, while two were resolved through stipulated settlements.

The Commission has moved to revoke in just over half of cases (14 out of 22). Two cases with Dishonesty allegations resulted in no action. All DUI-related cases reviewed by the Commission (4) were resolved through stipulated settlements. One case involving excessive use of force resulted in suspension.

Glossary of Terms, Part One – General Terms

Accusation	A written statement of charges against a respondent. This statement also outlines the agency's jurisdiction and intended discipline over alleged conduct.
Agency Misconduct Report	A report created in Mark43 that provides information about serious misconduct allegations against a peace officer or law enforcement agency.
Agency Supplemental Report	A report created in Mark43 to provide additional information to an Agency Misconduct or Public Complaint report.
Case	When a serious misconduct report is approved, it is created into a case and assigned to POST staff for review. A case will contain at least one Agency Misconduct report or Public Complaint report (or both). It may also contain an Agency Supplemental report if the agency provides POST with further updates on the incident.
Commission	A group of up to 18 commissioners consisting of city and county administrators, law enforcement professionals, educators, and public members which meets at least three times a year to establish standards, regulations, and give direction to POST staff.
Default Revocation/Suspension	Disciplinary action taken against a peace officer's certification after failure to appeal the Division's Notice of Intent letter within 30 days or accusation with a Notice of Defense within 15 days.
Disqualified	An individual that is disqualified from eligibility to be a peace officer based on a disqualifying event as set forth in Government Code section 1029 and does not hold a Proof of Eligibility or certificate from POST.
Ineligible	An individual that is disqualified from eligibility to be a peace officer based on a disqualifying event as set forth in Government Code section 1029 prior to the enactment of SB 2 (January 1, 2022).
Mark43	The secure electronic records management system used by the Division to receive and manage serious misconduct reports and cases.
Notice of Defense	The document submitted by the respondent to preserve their right to a hearing after receiving an accusation. If a Notice of Defense is not timely filed within 15 days of the accusation's service, the agency may impose the outcome by default.
Notice of Intent Letter	Notice that provides the subject officer with a detailed explanation of the decertification procedure and the officer's rights to contest and appeal the Division's intent to take action against their peace officer certification.
Peace Officer Standards Accountability Advisory Board (Board)	An advisory body to the Commission that reviews serious misconduct cases involving peace officers. The Board was created by Senate Bill 2 and is comprised of 9 appointed members.
Peace Officer Standards Accountability Division (Division)	A new division created by Senate Bill 2 that is responsible for the intake and investigation of serious misconduct allegations that may provide grounds for suspension or revocation of a peace officer's certification.
Public Complaint	A complaint of potential serious misconduct from a member of the public.
Public Complaint Report	A report created in Mark43 that provides information about potential serious misconduct allegations from a public complaint.
Revoked	The peace officer has been decertified and may not exercise the duties and powers of a peace officer. A revocation is permanent, and the certification shall not be reactivated.
Immediate Temporary Suspension	The immediate suspension of a peace officer's certification, pending the outcome of an investigation related to allegations of serious misconduct, pursuant to Penal Code section 13510.8(d). The "temporary suspension" may be issued under the following circumstances: When a peace officer is arrested or indicted for a felony or other crime listed in Government Code section 1029, When a peace officer is discharged from a law enforcement agency for serious misconduct, or When a peace officer has separated from employment as a peace officer during a pending investigation into allegations of serious misconduct.
Suspension	A disciplinary action wherein a peace officer certification has been suspended for a specified period of time, not to exceed three years. A peace officer whose certification has been suspended may not be assigned duties which include the exercise of peace officer powers.
Voluntary Surrender (Surrender)	A person who holds a certificate issued by the commission, knowingly and willingly, returns the certificate to the commission, forfeiting all rights and privileges associated with that certificate. A "surrender" has the same effect of a revocation in that it cannot be reactivated.

Glossary of Terms, Part Two – Case Terms and Priority Labels

Case Statuses	
Consolidated Case	Case status applied when a case is consolidated into another case due to multiple cases for the same individual/incident.
Deceased	Case status applied to cases that cannot be actioned due to the peace officer being deceased.
Disqualified	Case status applied to cases that result in an individual being disqualified from eligibility to be a peace officer based on a disqualifying event as set forth in Government Code section 1029 and does not hold a Proof of Eligibility or certificate from POST.
Ineligible	Case status applied to cases that result in an individual being disqualified from eligibility to be a peace officer based on a disqualifying event as set forth in Government Code section 1029 prior to the enactment of Senate Bill 2 (January 1, 2022).
Issued in Error	Case status applied to cases with reports/investigations that are generated in error.
NFA_POST	Case status applied to cases when the Division does not take action against a case due to insufficient evidence, absence of serious misconduct, or statutory limitations, etc.
No Commission Action	Case status applied to cases where the Commission's determines no action against a peace officer's certification following the Commission's review of the Board's recommendation.
Non-Jurisdictional	Case status applied to cases with allegations against an individual **not** appointed pursuant to Penal Code Section 830.1, 830.2 with the exception of subdivision (d), 830.3, 830.32, or 830.33.
Revoked	Case status applied to cases that result in the commission's revocation of a peace officer's certification.
Suspension	Case status applied to cases when the Commission's decision is to suspend the peace officer's certification.
Voluntary Surrender	Case status applied to cases where a peace officer voluntarily surrenders their certification.
Not Actionable	A closure justification for cases that cannot be acted upon due to lack of statutory authority, e.g, conduct and findings took place prior to January 1, 2022.
Not Clear and Convincing	A closure justification for cases where the clear and convincing evidentiary standard could not be established upon review and analysis of case facts.
Not Serious Misconduct	A closure justification for cases that did not involve acts of serious misconduct as defined in Commission Regulation 1205.
Labels	
POST ITS	Contains a potential ITS basis outlined in Penal Code section 13510.8(d).
Priority 1	Contains politically/media-sensitive content or sustained agency findings, regardless of the incident or agency finding date.
Priority 2	Contains sustained agency findings for policy violations that may or may not fall under the definition of serious misconduct.
Priority 3	Contains an unfounded, exonerated, or not sustained finding with an agency finding date that takes place **after** January 1, 2022.
Priority 4	Contains an unfounded, exonerated, or not sustained finding with an agency finding date that takes place **before** January 1, 2022.
OPEN INV	Contains an ongoing agency investigation without agency findings.

Questions?

Thank you!

1029 Revocation List – March 2026 POST Commission Meeting

Last Name	First Name	Last Employing Agency	District	Date of Conviction or Judgement	Conviction
Barsetti	Dominic	San Francisco County Sheriff's Department (last employed April 1, 2023)	Central	January 27, 2022	Felony, Penal Code section 422, Criminal Threats
Benza III	Joseph	Los Angeles County Sheriff's Department (last employed March 15, 2025)	Southern	January 17, 2025	Felony, 18 U.S.C. section 242, Deprivation of Rights Under Color of Law
Bloed	Nicholas	Stockton Police Department (last employed October 13, 2022)	Northern	March 28, 2025	Felony, Penal Code section 287(k), Oral Copulation: By Threat of Authority to Arrest/Deport Felony, Penal Code section 149, Assault by Public Officer
Castellanos	Josue	San Bernardino County Sheriff's Department (last employed November 25, 2021)	Southern	October 28, 2024	Felony, Penal Code section 245(a)(2), Assault with a Firearm
Chavira	Joseph Jacob	Riverside County Sheriff's Department (last employed May 27, 2025)	Southern	April 25, 2025	Felony, Penal Code section 417.3, Draw or Exhibit Firearm in a Threatening Manner

Clark	Michael	Kern County Sheriff's Department (last employed December 6, 2019	Central	June 3, 2025	Felony, Penal Code section 234.4(d), Sexual Battery Felony, Penal Code section 234.4(a), Sexual Battery Three Felony violations of Penal Code section 149, Assault by a Public Officer Felony, Penal Code section 236/237(a), False Imprisonment Two Felony violations of Penal Code section 646.9(a), Stalking
Dalton	Trever	California Highway Patrol (last employed August 7, 2018)	Northern	October 17, 2022	Felony, Penal Code section 245(a)(2), Assault with a Firearm
Dessert	Matthew	Stanislaus County Sheriff's Department (last employed March 28, 2024)	Central	July 11, 2025	Felony, Penal Code section 288(a), Lewd or Lascivious Acts Three Felony violations of Penal Code section 243.4(a), Sexual Battery Felony, Penal Code section 243.4(d), Sexual Battery for the Purpose of Self-Gratification

Dromgoole	Gregory D.	Los Angeles County Sheriff's Department (last employed August 5, 2020)	Southern	March 11, 2024	Felony, Penal Code section 459, Burglary Felony, Penal Code section 487e, Theft of Animal
Estrada	Roger Blesnin	Pittsburg Police Department (last employed January 31, 2014)	Central	March 11, 2022	Felony, Penal Code section 273.5(a), Inflicting Corporal Injury on a Spouse/Cohabitant
Gonzalez	Eduardo	Chula Vista Police Department (last employed May 24, 2024)	Southern	November 21, 2024	Felony, Penal Code section 273.5(a), Inflicting Corporal Injury Upon a Spouse or Former Spouse
Grigorian	Eddy Edward	Los Angeles Police Department (last employed December 1, 2002)	Southern	September 17, 2025	Felony, Vehicle Code section 23152(b), Driving with .08% or more Blood Alcohol Content
Hall	Stephen	Los Angeles County Sheriff's Department (last employed June 20, 2002	Southern	February 26, 2024	Felony, Penal Code section 288(c)(1), Lewd Act Upon a Child Age 14 or 15 Felony, Penal Code section 220(a)(1), Assault with Intent to Rape
Holden	Claudia	Ventura County Sheriff's Office (last employed March 30, 2025)	Southern	August 18, 2025	Felony, Vehicle Code section 23153(b), Driving with a .08% Blood Alcohol Causing Injury

James	Jensen	Santa Clara County Sheriff's Department (lase employed September 22, 2023)	Central	June 17, 2024	Felony, Penal Code section 182(a)(1), Conspiracy Between Defendant and Others Felony, Penal Code section 67, Bribing an Executive Officer
Kirk	Trevor J.	Los Angeles County Sheriff's Department (last employed November 5, 2024)	Southern	February 6, 2025	Felony, 18 U.S.C. section 242, Deprivation of Rights Under Color of Law
Kushner	David	Riverside County Sheriff's Department (last employed August 17, 2005)	Southern	May 19, 2009 October 18, 2023	Felony, Penal Code section 288a(k), Oral Copulation of Victim by Use of Authority of Public Official Felony, Penal Code section 207, Kidnapping Felony, Penal Code section 290.012(a), Failure to Register Annually within Five Days of Birthday
Louis	James	Fairfield Police Department	Northern	July 7, 2025	Felony, Penal Code section 647.6(b), Annoy or Molest a Child After Illegal Entry of Inhabited Building

Lukehart	Jared Michael	Delano Police Department (last employed August 29, 2013)	Central	January 5, 2024	Felony, Penal Code section 311.11(a), Possession of Child or Youth Pornography
McNamara	Eddie Allen	Tehama County Sheriff's Department (last employed October 18, 2022)	Northern	September 16, 2024	Two Felony violations of Penal Code section 422(A), Criminal Threats
Nunez	Melissa Garcia	Los Angeles County Sheriff's Department (last employed January 20, 2015)	Southern	November 28, 2022 June 6, 2024	Felony, Penal Code section 211, Robbery Felony, Penal Code section 594(a), Vandalism Felony, Penal Code section 422 Criminal Threats
Rivers	Sotero Ramon	Riverside County Sheriff's Department (last employed August 25, 2023)	Southern	May 5, 2025	Felony, Penal Code section 273.5(a), Injuring a Spouse, Cohabitant, Fiancé, Boyfriend, Girlfriend or Child's Parent
Smith	Laurie	Santa Clara County Sheriff's Department (last employed October 31, 2022)	Central	November 3, 2022	Felony, Penal Code section 118, Perjury
Stewart	Nicholas	Oakdale Police Department (last employed March 1, 2023)	Central	August 5, 2025	Felony, Penal Code section 273.5(a), Battery on Spouse or Cohabitor

Thomas	Spencer	Los Angeles County Sheriff's Department (last employed August 9, 2024)	Southern	May 22, 2025	Felony, Vehicle Code 10851(A), Driving or Taking Vehicle without Consent
Torrence	J Deshawn	Fresno County Sheriff's Department (last employed January 6, 2022)	Central	February 3, 2025	Felony, 18 U.S.C. section 242, Deprivation of Rights Under Color of Law including Kidnapping Felony, 18 U.S.C. section 242, Deprivation of Rights Under Color of Law Resulting in Bodily Injury and including Aggravated Sexual Abuse Felony, 18 U.S.C. section 242, Deprivation of Rights Under color of law including Aggravated Sexual Abuse Two felony violations of 18 U.S.C. section 242, Deprivation of Rights Under Color of Law including Attempted Aggravated Sexual Abuse

Wenger	Devon Christopher	Antioch Police Department (last employed June 6, 2023)	Central	April 30, 2025 September 18, 2025	Felony, 21 U.S.C. section 841, Conspiracy to Distribute and Possess with Intent to Distribute Anabolic Steroids in violation of sections 841(a)(1) and 841(b)(1)(E)(i) Felony, 18 U.S.C. section 1519, Destruction, Alteration, and Falsification of Records in Federal Investigations Felony, 18 U.S.C section 241, Conspiracy Against Rights

1029 Ineligible List – March 2026 POST Commission Meeting

Last Name	First Name	Last Employing Agency	District	Date of Conviction or Judgement	Conviction
Miller	Jonathon	San Bernardino County Sheriff (last employed 03/28/2013)	Southern	June 20, 2013	Felony, Penal Code section 289.6(a)(2), Sexual Activity with a Confined Consenting Adult.
Hibner	Mark	Los Angeles County Sheriff's Department (last employed 12/05/2013)	Southern	October 22, 2013	Felony, Penal Code section 273.5(a), Domestic Battery with Corporal Injury. Felony, Penal Code section 422(a), Criminal Threats.
Valenzuela	Luis	Los Angeles Police Department (last employed 02/27/2018)	Southern	February 26, 2018	Felony, Penal Code section 288a(c)(2), Forcible Oral Copulation. Felony, Penal Code section 261(a)(2), Forcible Rape.

Winchester	Noah	San Mateo Police Department (last employed 2/8/2016)	Central	October 9, 2019	Felony, Penal Code section 209(b)(1), Kidnapping to Commit Another Crime. Felony, Penal Code section 261(a)(7), Rape by Threat to Arrest of Deport. Felony, Penal Code section 460(a), Burglary 1st degree. Felony, Penal Code section 243.4(a), Sexual Battery by Restraint. Felony, Penal Code section 288a(c)(2), Forcible Oral Copulation. Felony, Penal Code section 288a(k), Oral

					Copulation Under Color of Authority. Felony, Penal Code section 216(a)(7), Forcible Rape. Felony, Penal Code section 664/261(a)(7), Attempted Rape by Threat to Arrest or Deport.
Petersen	Rudolph	Montebello PD (last employed 08/05/2020)	Southern	September 7, 2021	Felony, Title 18, United States Code section 666(a)(1)(B), Bribery Concerning Programs Receiving Federal Funds

AGENDA ITEM REPORT

Title: REPORT ON COURSE CERTIFICATION STATISTICS

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Delivery and Compliance Bureau	
RESEARCHED BY Jet Alidon-Lam	**REVIEWED BY** Mike Radford	
REPORT DATE 02/02/2026	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/02/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: This is a status report of courses which have been certified and decertified from 10/01/2025 to 12/31/2025.

BACKGROUND: This report is submitted to the Commission quarterly to report the status of certified and decertified courses and presenters (Attachment A).

ANALYSIS: The following is a summary of the status report for 10/01/2025 to 12/31/2025:

Certified New Presenters: 6
Decertified Presenters: 72
Courses Certified: 111
Approved Course Modifications: 834
Decertified Courses: 37

Total Active Courses: 6,166

Total Active Presenters: 1,014

RECOMMENDATION: This report is presented for information only. No action is required.

ATTACHMENT(S):
AttachmentA_Course_Certification_Statistics_Report_2025.10.01-2025.12.31.pdf

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
TRAINING DELIVERY AND COMPLIANCE SERVICE BUREAU
COURSE CERT STATS REPORT
REPORT FROM 10/01/2025 TO 12/31/2025

NEW PRESENTERS

APCO INTERNATIONAL - 8046
ATHENA LEADERSHIP COACHING LLC - 1555
DEL NORTE COUNTY PROBATION DEPARTMENT - 1554
KERN COUNTY PROBATION DEPARTMENT - 1556

DECERTIFIED PRESENTERS

360ARMOR - 1363
AMERICAN INSTITUTE OF PUBLIC SAFETY - 7170
BAKER TWO SECURITY CONSULTANTS LLC - 1393
BARNES COMMUNICATION SOLUTIONS - 5025
BAY AREA UASI REGIONAL TRNG. & EXERCISE PROGRAM - 1264
BIASSYNC - 1451
BILL LEWIS PARTNERS - 9140
BRIANNE BREEDLOVE - 1787
C & R CONSULTANTS - 1437
C/O FUTURES, LLC - 5024
CAL PRO TRAINING - 1494
CALIFORNIA ASSOCIATION OF HOSTAGE NEGOTIATORS (C - 1208
CALIFORNIA BURGLARY & THEFT INVESTIGATORS ASSOCI - 1232
CALIFORNIA EMERGENCY DISPATCHER ASSN - 1374
CALIFORNIA GANG TASK FORCE - 1415
CALIFORNIA HOMICIDE INVESTIGATORS ASSOCIATION - 1136
CENTER FOR INNOVATION AND RESOURCES, INC. - 1214
CONCEPT LEADERSHIP DEVELOPMENT - 1354
COURAGE HOUSE - 1259
CSU, SACRAMENTO, CONTINUING EDUCATION - 7920
FIGHT CRIME: INVEST IN KIDS - POLICE TRNG INST - 1311
FURUNO USA - 5005
INSTITUTE FOR PREVENTION OF IN CUSTODY DEATHS - 1483
INSTITUTE FOR PROFESSIONAL ADVANCEMENT - 7000
INSTITUTE OF VIOLENCE, ABUSE AND TRAUMA - 1509
INTERNATIONAL LAW ENFORCEMENT AUDITORS ASSOCIATI - 1248
JEFFREY LEWIS - 6481
JOSEPH D. RASHKIN - 1784
K9 CONNECT LLC - 1459
KULLING LLC - 5003

LATINO PEACE OFFICERS' ASSOCIATION - 8820
LOS ANGELES CITY PERSONNEL DEPARTMENT - 1215
MARISHITEN LLC - 5009
MAVERICK DATA SYSTEMS - 1468
MILES MCPHERSON - 1424
MISSION VIEJO ANIMAL SERVICES - 5023
MOORE-GRACE,LLC - 1529
NATIONAL CONFLICT RESOLUTION CENTER - 1421
NATIONAL POLICE VIDEO TRAINING CENTER - 9020
NATIONAL TACTICAL OFFICERS' ASSOCIATION - 3916
NATIONAL TACTICAL OFFICERS' ASSOCIATION- - 7220
NEAR SPACE SYSTEMS AND SOLUTIONS, INC. - 1434
NORCAL FRAUD INVESTIGATORS ASSN. (NCFIA) - 1182
NORTHERN CA COMPUTER CRIMES TASK FORCE - 1085
NORTHERN CALIFORNIA GANG INVESTIGATOR'S ASSOCIAT - 8840
OPERANT LEARNING SYSTEMS, INC. - 1389
OPERATIONAL SKILLS GROUP, LLC - 1121
ORANGE COUNTY TRAINING MANAGERS ASSOCIATION - 1237
PALICON GROUP - 7890
POSITIVE RESULTS CENTER - 1507
PUBLIC HEALTH DEPARTMENT - 1518
R3RESULTS - 1426
RAVEN WING LIMITED - 1538
REVIVE HEALTH & WELLNESS TRAINING, LLC - 3191
SANTA CLARA COUNTY EXECUTIVE'S OFFICE-ISD - 8830
SELF-DEFENSE FIREARMS TRAINING - 1024
SENSEMAKERS LLC - 1412
SEVEN 1 ZERO TRAINING SOLUTIONS - 1351
SHOWALTER & COMPANY - 1326
SONOMA STATE UNIVERSITY - 7660
SOUTHERN CALIFORNIA UNIVERSITY OF HEALTH SCIENCE - 1419
THE HECHT TRAUMA INSTITUTE - 1471
THE MENTAL HEALTH TOOLKIT - 5002
THE RICHEAL GROUP - 1294
TOUCANED, INC. - 1212
TUNSON EXECUTIVE CONSULTING GROUP - 1448
UC, SO CALIF/DELINQUENCY CONTROL INSTITUTE - 6840

COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
TRAINING DELIVERY AND COMPLIANCE SERVICE BUREAU
COURSE CERT STATS REPORT
REPORT FROM 10/01/2025 TO 12/31/2025

WEST HILLS COLLEGE - 4850
WEST LOS ANGELES COLLEGE - 1012
WESTERN INSTITUTE FOR FOOD SAFETY AND SECURITY (- 1184
WOLF MANAGEMENT CONSULTANTS LLC - 1429
WOODLAND COMMUNITY COLLEGE - 1226

SUMMARY OF TOTALS

	OCTOBER	NOVEMBER	DECEMBER	TOTAL FOR OCT TO DEC	TOTAL YEAR-TO-DATE	TOTAL
PRESENTERS						
CERTIFIED NEW PRESENTERS	3	0	3	6	20	
DECERTIFIED PRESENTERS	1	1	70	72	75	
COURSES						
CERTIFICATION REQUESTS	41	28	29	98	211	
COURSES CERTIFIED	46	28	37	111	210	
COURSE MODIFICATIONS APPROVED	392	222	220	834	2526	
DECERTIFIED COURSES	18	16	3	37	68	
INACTIVE COURSES	0	0	0	0	1	

TOTAL ACTIVE COURSES **6166**

TOTAL ACTIVE PRESENTERS **1014**

AGENDA ITEM REPORT

Title: REPORT ON THE CREATION AND INITIAL PRIORITIES OF THE COMPLIANCE, AUDIT AND ACCOUNTABILITY BUREAU (CAAB)

** **

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Compliance, Audit and Accountability Bureau	
RESEARCHED BY Robert Tripp		**REVIEWED BY** Tom Osborne
REPORT DATE 02/02/2026	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/02/2026
PURPOSE		**FINANCIAL IMPACT** No

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: This is a report on the status and initial priorities of CAAB, which commenced on January 2, 2026.

BACKGROUND: The Field Services Division (FSD) identified a need for centralized oversight of significant expenditures, POST resources, and quality control over specific POST programs. FSD proposed the creation of CAAB, which commenced operations on January 2, 2026.

ANALYSIS:

CAAB officially commenced operations on January 2, 2026. CAAB will consist of three teams addressing distinct but related priorities, as follows: 1) the Audit Team, which will manage POST's internal audit program and provide centralized compliance control regarding POST expenditures and resources; 2) the Quality Control Team, which will provide qualitative assessments of specific POST programs; and 3) the Policy Development and Support Team, which will identify and remediate gaps in POST policy and regulations based on compliance audits, qualitative reviews, and internal and external referrals.

CAAB's immediate priorities are staffing; managing the Quality Assessment Program (QAP) program, which is moving to

CAAB from the Training Program Services Bureau; and conducting a qualitative assessment of POSAD case outcomes. Other priorities include identifying specific programs, contracts, expenditures, and policies for review by the various teams.

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

AGENDA ITEM REPORT

Title: REPORT ON LEGISLATIVE UPDATE

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY Meagan Poulos	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/18/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

This is a legislative report with bills of interest from the 2026 legislative session. Some of these bills may affect POST operations and/or affect law enforcement. It is not a complete list of bills that could impact law enforcement.

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

BACKGROUND:

ANALYSIS:

RECOMMENDATION:

This is a legislative report with bills of interest from the 2025 legislative session. Some of these bills may affect POST operations and/or affect law enforcement. It is not a complete list of bills that could impact law enforcement.

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

ATTACHMENT(S):

2026 Commission Briefing.pdf

POST Legislative Update

As of February 17, 2026

The legislation listed in this document are the legislative bills that POST is monitoring over the 2026 legislative session. These bills could have an impact on POST or be of significant interest to the law enforcement community. It is not a complete list.

For any questions on the legislative process or to receive a status update, please contact: POST Legislative Liaison, Meagan Poulos at (916) 227-2809 or Meagan.poulos@post.ca.gov.

AB 68 (Gallagher) School safety: armed school resource officers.

Summary: Would require a school district or charter school to hire or contract with at least one armed school resource officer, as defined, authorized to carry a loaded firearm to be present at each school of the school district or charter school during regular school hours and any other time when pupils are present on campus, phased in by certain grade spans, as provided. By imposing an additional requirement on school districts and charter schools, the bill would impose a state-mandated local program.

STATUS: DEAD

AB 284 (Alanis) Law enforcement: Racial and Identity Profiling Advisory Board (RIPA).

Summary: Current law requires the Attorney General to establish the Racial and Identity Profiling Advisory Board (RIPA) for the purpose of eliminating racial and identity profiling and improving diversity and racial and identity sensitivity in law enforcement. Current law requires RIPA to include various members, including 2 representatives of human or civil rights tax-exempt organizations, 2 representatives of community organizations, and 2 religious clergy members, as specified. Current law authorizes the Governor, President pro Tempore of the Senate, and Speaker of the Assembly to each prescribe up to 2 other members to membership of RIPA. This bill would require RIPA to include in its membership the president of the California District Attorneys Association, or their designee.

STATUS: DEAD

AB 1013 (Garcia) Peace officer training: behavioral health.

Summary: Current law requires the Commission on Peace Officer Standards and Training to establish and keep updated a classroom-based continuing training course that includes instructor-led active learning, such as scenario-based training, relating to behavioral health and law enforcement interaction with persons with mental illness, intellectual disability, and substance use disorders. Current law requires the commission to make available the course to each law enforcement officer with a rank of supervisor or below and who is assigned to patrol duties or to supervise officers who are assigned to patrol duties. This bill would authorize the commission to partner with local departments of behavioral health, community-based organizations, or nonprofit organizations to establish and keep updated this classroom-based continuing training course. The bill would require a law enforcement

officer with a rank of supervisor or below and who is assigned to patrol duties or to supervise officers who are assigned to patrol duties to complete the course.
STATUS: DEAD

AB 1115 (Castillo) Peace officers: mental health liaisons.
Summary: The California Constitution authorizes local governments to make and enforce all police and sanitary ordinances and regulations within its limits that are not in conflict with general laws. Existing law requires the board of supervisors of a county and the governing body of a city to take measures necessary to preserve and protect the public health in its jurisdiction. This bill would authorize a local government to designate one or more existing employees specializing in counseling or mental health services as a law enforcement mental health liaison to facilitate mental health support for peace officers who serve the local jurisdiction. This bill contains other related provisions.
STATUS: DEAD

AB 1489 (Bryan) Peace Officers
Summary: Would require a law enforcement agency that employs a peace officer to have a policy prohibiting that officer from carrying any firearm when the officer has a blood alcohol concentration greater than 0.00%, whether the officer is on duty or off duty, unless the officer is on duty and engaged in an undercover assignment in the course of their employment as a peace officer. By imposing new duties on local law enforcement, the bill would impose a state-mandated local program.
STATUS: DEAD

AB 1537 (Bryan) Peace officers: secondary employment
Summary: Current law provides that every executive or ministerial officer, employee, or appointee of the State of California, or any county or city therein, or any political subdivision thereof, who knowingly asks, receives, or agrees to receive any emolument, gratuity, or reward, or any promise thereof excepting such as may be authorized by law for doing an official act, is guilty of a misdemeanor. Current law exempts from that offense certain employment by a peace officer while off duty, as specified. Existing law also provides that a peace officer shall not be prohibited from engaging in other employment while off duty, as specified. This bill would, notwithstanding those provisions, prohibit a peace officer from being employed by, or being an independent contractor of or volunteer for, the United States Department of Homeland Security or its contractors or any other entity that assists with or engages in immigration enforcement. The bill would provide that failure to comply with this provision constitutes, for certain purposes, an act of dishonesty and that it is grounds for decertification as a peace officer. The bill would require a peace officer to report to their employing law enforcement agency any secondary employment relating to immigration enforcement.

AB 1586 (Ramos) Opioid overdose reversal medication: school resource officers
Summary: Current law authorizes a school district, county office of education, and charter school to provide emergency naloxone hydrochloride or another opioid antagonist to school nurses and trained personnel who have volunteered, and authorizes school nurses and trained personnel to use naloxone

hydrochloride or another opioid antagonist to provide emergency medical aid to persons suffering, or reasonably believed to be suffering, from an opioid overdose. This bill, to be known as the School Safety and Opioid Overdose Prevention Act, would require a school district, county office of education, or charter school to ensure that (A) each school resource officer, as defined, while on duty at a school campus or school-sponsored activity, carries an opioid antagonist to provide emergency treatment to persons who are suffering, or reasonably believed to be suffering, from an opioid overdose and (B) each school resource officer, upon assignment to a schoolsite, and at least every 2 years thereafter, completes an opioid overdose recognition and response training, as specified. By imposing additional duties on local educational agencies, the bill would impose a state-mandated local program. The bill would prohibit a school resource officer who administers an opioid antagonist while assigned to a schoolsite, and their employing or contracting entity, from being held liable in a civil action or being subject to criminal prosecution for the school resource officer's acts or omissions, unless those acts or omissions constitute gross negligence or willful and wanton misconduct, as provided.

AB 1627 (Ávila Farías) Public Employment: disqualifications
Summary: Current law specifies circumstances that disqualify a person from holding office or being employed as a peace officer, including, among other things, having been convicted of a felony. This bill would disqualify a person from being a peace officer if they were employed by United States Immigration and Customs Enforcement between September 1, 2025, and January 20, 2029, or the Alabama Department of Corrections or the Georgia Department of Corrections between January 1, 2020, and January 1, 2026.

AB 1814 (Alanis) Peace officer training: driving under the influence
Summary: Would require, no later than July 1, 2027, the Commission on Peace Officer Standards and Training to establish and maintain a training course relating to the detection and apprehension of drivers whose behavior indicates that they may be driving under the influence of drugs or alcohol. The bill would require the course to be at least 3 hours and to include certain topics, such as standardized field sobriety testing, physiology of drugs, and report writing, among others. The bill would require peace officers assigned to traffic enforcement to complete the course within one year of their assignment and every 2 years thereafter. The bill would authorize a peace officer to complete other specified training courses, in lieu of this requirement. Because this bill would require additional training for local peace officers, it would impose a state-mandated local program.

AB 1896 (Gonzalez) Public employment: disqualifications
Summary: Current law contains numerous provisions governing the qualifications, standards, and training of peace officers. Current law specifies circumstances that disqualify a person from holding office or being employed as a peace officer, including, among other things, having been convicted of a felony. This bill would disqualify a person from being a peace officer if they were previously employed by an entity that engages in immigration enforcement, as defined, during the period beginning January 20, 2025, and ending January 20, 2029, except as specified.

SB 277 (Weber Pierson) Criminal procedure: search of persons.
Summary: Current provisions of the United States and California Constitutions ensure the right of the people to be secure in their persons, houses, papers, and effects against warrantless seizures and searches. Case law establishes exceptions to this right, including allowing a peace officer to conduct a limited search of a person for firearms or weapons if the peace officer reasonably concludes that the person detained may be armed and presently dangerous to the peace officer or others, or if the person consents to a search. This bill would authorize a peace officer to request consent to search an individual, their property, or their effects only if the officer is investigating a crime and has reasonable suspicion that the individual to be searched has an item in their possession that is evidence of criminal activity. The bill would require the officer to follow a specified procedure in a specified order, including advising the individual that their consent is voluntary, explaining to the individual the scope of the search, and recording the individual's consent. The bill would prohibit an officer from exceeding the scope of the search explained to the individual and would require the officer to discontinue the search if the individual withdraws their consent.
STATUS: DEAD

SB 664 (Ochoa Bogh) Vehicles: public safety: Blue Envelope Program.
Summary: Current law requires the Department of Motor Vehicles to prescribe and provide suitable forms of applications, certificates of ownership, registration cards, driver's licenses, and all other forms that are deemed necessary. This bill would, by January 1, 2027, require the department, in consultation with relevant stakeholders, to develop a Blue Envelope Program. Under the program, the bill would require the blue envelope to contain specified information for requesters with a condition or disability, as specified. The bill would also authorize others, including a parent or legal guardian of a passenger with a disability, to request a blue envelope.
STATUS: DEAD

SB 691 (Wahab) Body-worn cameras: policies
Summary: Current law requires law enforcement agencies, departments, or entities to consider specified best practices regarding the downloading and storage of body-worn camera data, such as specifically stating the length of time that recorded data is to be stored, when establishing policies and procedures for the implementation and operation of a body-worn camera system, as specified. This bill would require, on or before July 1, 2027, each law enforcement agency that has a body-worn camera policy to update that policy to include a procedure for emergency service personnel to request the redaction of evidentiary and non-evidentiary recordings of a patient undergoing medical or psychological evaluation, procedure, or treatment by emergency service personnel.

SB 937 (Gonzalez) Law enforcement: flashbang grenades and explosive breaching charges
Summary: Current law prohibits the use of kinetic energy projectiles or chemical agents by any law enforcement agency to disperse any assembly, protest, or demonstration, except in compliance with specified standards. This bill would prohibit the use of flashbang grenades, as defined, by any peace officer to disperse any assembly, protest, or demonstration, except in compliance with specified

standards. The bill would define peace officer as any officer of a local, state, or federal law enforcement agency, or any person acting on behalf of a local, state, or federal law enforcement agency.

SB 1004 (Wiener) Law enforcement: masks

Summary: Current law makes it a crime for a law enforcement officer to wear a facial covering in the performance of their duties, except as specified. Current law defines law enforcement officer for these purposes as anyone designated by California law as a peace officer who is employed by a city, county, or other local agency, and any officer or agent of a federal law enforcement agency, agency or law enforcement agency of another state, or any person acting on behalf of a federal law enforcement agency. This bill would add peace officers employed by a state agency to the definition of law enforcement officers, thereby making those law enforcement officers subject to those criminal penalties.

AGENDA ITEM REPORT

Title: REPORT ON REGULATION 1005 UPDATE

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Legal Affairs Bureau	
RESEARCHED BY William Darden	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/17/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission amend Regulation 1005 to modify training requirements for certain peace officers?

BACKGROUND:

The Commission has considered the topic of updating Commission Regulation 1005's foundational training requirements for California peace officers on several occasions. At the Commission meeting on December 3, 2025, staff informed the Commission that it intended to send the proposed regulatory changes discussed at that meeting out for public comment in mid-January 2026, intending that the public comment period would conclude prior to the March 4, 2026 meeting, and the Commission could then begin the task of sorting through the various comments and determining what final version of the Regulation might be appropriate.

In the process of completing the OAL paperwork and working through the proposed edits to the existing regulatory structure, it became clear that extensive changes to the existing numbering and structure of the regulation would be required. As the Commission knows, in addition to foundational training, a number of other topics are covered in the same regulation, which also discusses basic course waivers, the field training program, CPT, supervisory and management courses, legislative mandates, rifle and shotgun training, and other topics. OAL has also mentioned to staff in the past that organizational changes to the regulation would be helpful.

Staff also learned in January that the OAL publication deadlines would not permit the close of public comment prior to today's meeting. Therefore, staff has discussed a method to codify the extensive proposed foundational course changes in a way that does not further complicate an already complex regulation, by splitting the regulation into various new sections for each discrete topic area currently found within Regulation 1005, as discussed below.

ANALYSIS:

Staff proposes that, at the time it submits the proposed regulatory changes to the foundational training requirements in Regulation 1005 out for public comment, it further reorganize the regulation into component sections, as follows:

Proposed Breakdown of Commission Regulation 1005:

- Regulation 1005 – Scope
- 1005.01 – Foundational Training Requirements
- 1005.02 – Basic Course Waiver Process
- 1005.03 – Field Training Program Requirement
- 1005.04 – Continuing Professional Training (CPT) Requirement
- 1005.05 – Legislatively Mandated Courses
- 1005.06 – Supervisory Course Requirement
- 1005.07 – Management Course Requirement
- 1005.08 – Rifle and Shotgun Training Requirements
- 1005.09 – Optional Training

Staff intends, should the Commission approve, to submit the proposed changes to OAL in time for the conclusion of public comment before the upcoming Commission meeting in June.

RECOMMENDATION:

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

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACT FOR USE OF FORCE/DE-ESCALATION TRAINING (UOF)

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Program Services Bureau	
RESEARCHED BY Nicholis Petropoulos	**REVIEWED BY** Jim Katapodis	
REPORT DATE 01/08/2026	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/04/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission authorize the Executive Director to enter into a contract with a qualifying entity for the presentation of the Use of Force/De-escalation Training in an amount not to exceed $651,537.76?

BACKGROUND: POST staff recommends the Commission authorize the Executive Director to enter into a contract with California State University Long Beach (CSULB) to continue presenting the Use of Force De-Escalation Train-the-Trainer course for Fiscal Year 26/27 in an amount not to exceed $651,537.76.

The Commission previously approved contracting with CSULB for $651,528.90, which allowed up to 24 three-day (24 hours) Use of Force De-Escalation Train-the-Trainer courses. This three-day course satisfies the training requirements of California Penal Code section 13519.10 (Senate Bill 230) for Use of Force and De-escalation, and California Penal Code sections 196 and 835a (Assembly Bill392) for Homicide and Force, respectively. It also satisfies the Communications and Use of Force requirements of the POST Perishable Skills Program (PSP) established in Commission Regulation 1005. Lastly, it is compliant with the recently established requirement in Commission Regulation 1070(b) for Use of Force Instructors.

Since this train-the-trainer course began over five years ago, over 2,366 instructors have been trained. Classes are regularly offered and are at maximum enrollment.

ANALYSIS: Maximum budget expenditures are described in Attachment A - UOF - Maximum Expenditures FY 26-27. Contract History is described in Attachment B - UOF - Contract History FY 26-27. Current contract will expire at the end of this Fiscal Year 25/26.

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Use of Force/De-escalation Training budget in the amount of $651,537.76.

ATTACHMENT(S):

Attachment A - Use of Force - Maximum Expenditures FY 26-27.pdf

Attachment B - UOF - Contract History FY 26-27.pdf

Description	Cost Per Presentation	# of Presentations	Total Expenditure 26/27	Total Expenditure 25/26	Difference FY 26/27 - 25/26
CSU Long Beach Research Foundation - 5270			**$651,537.76**	**$651,528.90**	**$8.86**
Use of Force Train the Trainer - 23204	$25,656.39	24	$615,753.36		
Curriculum Workshop	$35,784.40	1	$35,784.40		

Contract Attachment Form

SUMMARY OF PROGRAM/CONTRACT:
Contract with California State University Long Beach (CSULB) to continue presenting up to 24 three-day Use of Force/De-Escalation Train-the-Trainer courses. The training satisfies training requirements of SB 230 / Penal Code 13519.10 (Use of Force/De-Escalation), AB 392 / Penal Code 196 and 835a (Homicide and Force), Commission Regulations 1005 (Perishable Skills Program) and 1070 (Use of Force Instructor).

CONTRACTOR(S) NAME:
California State University Long Beach (CSULB)

PROPOSED START/END DATE:
July 1, 2026 – June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY:
$651,537.76

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 1 per fiscal year Date of initial/first contract: FY 21/22 (Record retention is 6 years)		
*If an **Amendment:***	Number of previous amendments: N/A		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission	03/05/2025	03/07/2024	03/22/2023
Amount Previously Approved by Commission	$651,528.90	$616,211.00	$576,191.00
Final Contract Amount (not Commission approved amount)	$651,528.90	$616,211.00	$576,191.00
Amounts Invoiced or Expended	$225,540.26 as of 01/08/2026	$359,745.46 as of 01/08/2026	$411,226.49 as of 01/08/2026
Number of Courses Delivered, if applicable	13 as of 01/08/2026	25 as of 01/08/2026	24 as of 01/08/2026
Number of Students Attended, if applicable	294 as of 01/08/2026	591 as of 01/08/2026	467 as of 01/08/2026

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACTS FOR SUPERVISORY COURSE

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Program Services Bureau	
RESEARCHED BY Nicholis Petropoulos	**REVIEWED BY** Jim Katapodis	
REPORT DATE 01/08/2026	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/08/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

Should the Commission authorize the Executive Director to enter into contracts with qualifying entities for the presentation of the Supervisory Course in an amount not to exceed $1,644,142.49?

BACKGROUND:

Every POST participating peace officer promoted, appointed, or transferred to a first-level supervisory position shall satisfactorily complete a POST-certified Supervisory Course either 12 months prior to promotion or within 12 months after the initial promotion, appointment, or transfer to such position.

The 80-hour course curriculum includes supervisor's responsibilities at a Use of Force incident as defined in Penal Code section 7286(b)(14). In addition, this course includes the mandatory Electronic Communications Privacy Act (Hi-Tech Crimes), Penal Code section 1546.1, and CalVCB and Rights of Victims and Witness of Crime (Mary's Law), Penal Code section 679.026 (victim reimbursement). This course includes Leadership, Internal Affairs Investigations, both sworn and civilian staff's rights, Principled Policing and components, among other topics while weaving cognitive bias recognition, ethics, and principled policing throughout the 80-hours.

ANALYSIS:

Maximum budget expenditures are described in Attachment A - Supervisory - Maximum Expenditures FY 26-27.

Contract History is described in Attachment B - Supervisory - Contract History FY 26-27. Attachment C - Supervisory - Cost

Analysis Report - FY 25_26.

Current contract will expire at the end of this Fiscal Year 25/26. The overall budget has decreased by $14,560.21 for FY 26/27.

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Supervisory Course budget in the amount of $1,644,142.49.

ATTACHMENT(S):

Attachment A - Supervisory- Maximum Expenditures FY 26-27.pdf

Attachment B - Supervisory- Contract History FY 26-27.pdf

Attachment C - Supervisory - Cost Analysis Report - FY 25_26.pdf

Description	Cost Per Presentation	# of Presentations	Total Expenditure 26/27	Total Expenditure 25/26	Difference FY 26/27 -25/26
Alameda County Sheriff's Department - 1010			**$50,626.40**	**$47,254.76**	**$3,371.64**
Supervisory - 00400	$12,656.60	4	$50,626.40		
Coast Community College District - 3670			**$53,780.12**	**$53,780.12**	**$0.00**
Supervisory - 00400	$13,445.03	4	$53,780.12		
CSU Long Beach Research Foundation - 5270			**$41,988.00**	**$41,988.00**	**$0.00**
Train the Trainer - 00180	$20,994.00	2	$41,988.00		
Lassen Community College - 3910			**$62,506.50**	**$62,711.28**	**-$204.78**
Supervisory - 00400	$20,835.49	3	$62,506.50		
Los Angeles County Sheriff's Department - 1820			**$90,720.00**	**$58,800.00**	**$31,920.00**
Supervisory - 00400	$15,120.00	6	$90,720.00		
Los Angeles Police Department - 1850			**$116,646.52**	**$114,879.65**	**$1,766.87**
Supervisory - 00400	$23,193.31	5	$115,966.55		
Equipment			$679.97		
Orange County Sheriff's Department - 2060			**$77,815.01**	**$53,067.56**	**$24,747.45**
Supervisory - 00400	$11,116.43	7	$77,815.01		
Rio Hondo Community College District - 4410			**$93,862.86**	**$93,862.86**	**$0.00**
Supervisory - 00400	$15,643.81	6	$93,862.86		
Riverside County Sheriff's Department - 2200			**$181,071.96**	**$182,316.96**	**-$1,245.00**
Supervisory - 00400	$30,178.66	6	$181,071.96		
Sac Regional Public Safety Training Center - 2970			**$159,030.20**	**$168,621.60**	**-$9,591.40**
Supervisory - 00400	$22,718.60	7	$159,030.20		
San Bernardino County Sheriff's Department - 2330			**$101,871.68**	**$91,183.96**	**$10,687.72**
Supervisory - 00400	$25,467.92	4	$101,871.68		

San Diego County Sheriff's Office - 4690			**$27,230.66**	**$27,368.30**	**-$137.64**
Supervisory - 00400	$13,615.33	2	$27,230.66		
San Jose Police Department - 2560			**$40,016.20**	**$60,024.30**	**-$20,008.10**
Supervisory - 00400	$20,008.10	2	$40,016.20		
Santa Rosa Junior College - 2980			**$93,017.80**	**$93,192.52**	**-$174.72**
Supervisory - 00400	$23,254.45	4	$93,017.80		
South Bay Regional Public Safety Training Consortium - 2540			**$391,823.98**	**$446,642.87**	**-$54,818.89**
Supervisory - 00400	$54,818.89	6	$328,913.34		
Curriculum Development	$30,880.32	2	$61,760.64		
Equipment			$1,150.00		
State Center Regional Training Facility - 3550			**$62,134.60**	**$63,007.96**	**-$873.36**
Supervisory - 00400	$15,533.65	4	$62,134.60		
Grand Total			**$1,644,142.49**	**$1,658,702.70**	**-$14,560.21**

Specific Presenter Notes:

Los Angeles County Sheriff's Department

- Los Angeles County Sheriff's Department is no longer receiving subventions as in previous years, which has increased the total cost of each session by $5,320.00.

Orange County Sheriff's Department

- Orange County Sheriff's Department increase is due to instructor salary rates. These generally increase on an annual basis, both for agencies and college presenters, and these costs are neither set, nor can be negotiated, by POST.
- Orange County Sheriff's Department is now requesting reimbursement for facility costs, which increases the total cost of the course by $4,630.50 per session.

San Bernardino County Sheriff's Department

- San Bernardino County Sheriff's Department increase is due to instructor salary rates. These generally increase on an annual basis, both for agencies and college presenters, and these costs are neither set, nor can be negotiated, by POST.

South Bay Regional Bay Public Safety Training Consortium (South Bay)

- South Bay serves law enforcement in the Santa Clara, San Mateo, Marin, San Francisco, Santa Cruz, and Alameda areas. These areas consistently rank as the highest cost of living in the country.
- The total contract costs were reduced due to removing (1) presentation of the Supervisory Course and reducing the total cost of Curriculum development personal and travel expenses.
- South Bay provided an assessment of meeting space rental costs for appropriate instructional space, and the requested amounts are consistent with market rates in their service area.
- POST staff collaborated with South Bay to fine-tune the costs for instructional travel so that the requested amount more accurately reflects the actual costs incurred. This will ensure that POST does not encumber excess funds in the contract which can be used to support other programs.
- POST staff worked collaboratively with South Bay to reduce their contract amount, reallocating the savings to support other Supervisory program presenters.

Contract Attachment Form

SUMMARY OF PROGRAM/CONTRACT:
The 80-hour mandated Supervisory Course (Commission Regulation 1005) must be completed within 12 months of promotion or appointment to a first-level supervisory position. The Supervisory Course is organized under the following topics:

CONTRACTOR(S) NAME:
Alameda County Sheriff's Department
CSU Long Beach Research Foundation
Coast Community College
Lassen Community College
Los Angeles County Sheriff's Department (LASD)
Los Angeles Police Department (LAPD)
Orange County Sheriff's Department (OCSD)
Rio Hondo Community College District
Riverside County Sheriff's Department
Sac Regional Public Safety Training Center (SRPSTC)
San Bernardino County Sheriff's Department (SBSD)
San Diego County Sheriff's Office (SDSO)
San Jose Police Department
Santa Rosa Junior College
South Bay Regional Public Safety Training Consortium (SRPSTC)
State Center Regional Training Facility

PROPOSED START/END DATE:
July 1, 2026 – June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY:
$ 1,644,142.49

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 16 per fiscal year Date of initial/first contract: FY 17/18 (Record retention is 6 years)		
*If an **Amendment:***	Number of previous amendments: N/A		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission	03/05/2025	03/07/2024	03/22/2023
Amount Previously Approved by Commission	$1,660,602.88	$1,838,786.80	$1,447,682.81
Final Contract Amount (not Commission approved amount)	$1,658,702.70	$1,838,786.80	$1,447,682.81
Amounts Invoiced or Expended	$278,862.65 as of 01/08/2026	$1,028,800.10 as of 01/08/2026	$796,894.26 as of 01/08/2026
Number of Courses Delivered, if applicable	735 as of 01/08/2026	1,567 as of 01/08/2026	1,734 as of 01/08/2026
Number of Students Attended, if applicable	30 as of 01/08/2026	66 as of 01/08/2026	70 as of 01/08/2026

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW:

The overall Supervisory program budget has decreased by $14,560.21.

Increased rates across the program were noted for three main reasons:

1. General Services Administration (GSA) travel rates increase on an annual basis. These costs are neither set, nor can be negotiated, by POST.
2. A companion issue to the travel rates is increased charges by hotels for meeting room space. POST continually works with presenters to conduct cost/location analysis to ensure the courses are being taught in ways which are cost effective.
3. Instructor salary rates. These generally increase on an annual basis, both for agencies and college presenters, and these costs are neither set, nor can be negotiated, by POST.

Supervisory Program
Cost Analysis Report
Fiscal Year 25_26

Source: Supervisory Cost Analysis (Page 3)

Executive Summary

South Bay's supervisory program costs are significantly higher than the other presenters in the Supervisory program. This report analyzes the cost structure and identifies key drivers of the cost associated with South Bay.

Program Context

The Supervisory Program delivers leadership training across multiple agencies. This analysis compares South Bay's costs to the overall program average and selected peer, Riverside (2nd highest average cost) to understand variance and implications.

Key Findings

- **Per-course cost:** South Bay - $54,818.89 vs. average program - $21,862.35
- **Grand Total:** South Bay - $446,642.87 vs. average program - $107,780.98
- **Largest cost drivers:** Personnel, Travel, Indirect Costs, Facilities, and Curriculum Development.

Detailed Analysis

South Bay vs. Average Program (Per-Course Cost)

Course Details	South Bay	Average	Difference
Personnel	$24,847	$15,895.04	+$8,951.96
Travel	$7,980	$990.53	+$6,989.47
Indirect	$6,565.40	$2,203.80	+$4,361.60
Supplies	$4,819.10	$2,812.82	+$2,006.28
Facilities	$14,243.75	$2,557.37	+$11,686.38
Subvention	–$3,636.36	–$4,017.94	+$381.58
Subtotal	$54,818.89	$21,862.35	+$32,956.54

South Bay vs. Riverside

Course Details	South Bay	Riverside	Difference
Personnel	$24,847	$19,775	+$5,072
Travel	$7,980	$0	+$7,980
Indirect	$6,565.40	$2,966.25	+$3,599.15
Supplies	$4,819.10	$3,520.61	+$1,298.49
Facilities	$14,243.75	$3,916.80	+$10,326.95
Subvention	–$3,636.36	$0	–$3,636.36
Subtotal	$54,818.89	$30,178.66	+$24,640.23

Cost Breakdown by Percentage (South Bay)

- Personnel: **45.33%**
- Facilities: **25.98%**
- Travel: **14.56%**
- Indirect: **11.98%**
- Supplies: **8.79%**
- Subvention: **–6.62%**

Why South Bay is Higher

- **Personnel:** Higher number of personnel increases associated travel costs.
- **Travel:** $7,980 per course. Most presenters do not have travel costs.
- **Indirect:** Calculated as a combination of Personnel × Travel × Indirect percentage. Higher personnel and travel costs result in increased indirect costs overall.
- **Facilities:** $14,243.75 per course:
    - $1,300 per meeting space for 10 days
    - 248.75 per breakout room for 5 days

  (Most presenters do not have a facility cost)
- **Curriculum Development:** South Bay facilitates two curriculum development workshops for the overall Supervisory Program.
    - Per session cost: $30,880.32

Supervisory Cost Analysis

Presenters	Personnel	Travel & Per Diem	Indirect Costs	Supplies	Facilities	Subvention	Subtotal	# of Courses	Cost of Course Delivery	Curriculum Development	Equipment	Grand Total
Orange County SD	$13,574.24	$0.00	$2,036.14	$6,664.90	$0.00	-$14,694.20	$7,581.08	7	$53,067.56	$0.00	$0.00	$53,067.56
LASD	$14,400.00	$0.00	$0.00	$720.00	$0.00	-$5,320.00	$9,800.00	6	$58,800.00	$0.00	$0.00	$58,800.00
Alameda	$5,080.16	$0.00	$762.03	$1,471.50	$4,500.00	$0.00	$11,813.69	4	$47,254.76	$0.00	$0.00	$47,254.76
Golden West	$15,552.20	$0.00	$2,332.83	$1,140.00	$0.00	-$5,580.00	$13,445.03	4	$53,780.12	$0.00	$0.00	$53,780.12
San Diego	$9,264.08	$0.00	$0.00	$4,420.07	$0.00	$0.00	$13,684.15	2	$27,368.30	$0.00	$0.00	$27,368.30
Rio Hondo	$20,696.20	$0.00	$2,690.51	$632.10	$0.00	-$8,375.00	$15,953.81	6	$93,862.86	$0.00	$0.00	$93,862.86
San Jose	$15,707.00	$0.00	$1,570.70	$2,730.40	$0.00	$0.00	$20,008.10	3	$60,024.30	$0.00	$0.00	$60,024.30
LCC	$16,899.80	$2,100.00	$2,849.97	$3,346.59	$0.00	-$4,292.60	$20,903.76	3	$62,711.28	$0.00	$0.00	$62,711.28
San Bernardino	$10,726.12	$4,778.00	$2,325.62	$2,166.25	$2,800.00	$0.00	$22,795.99	4	$91,183.96	$0.00	$0.00	$91,183.96
LAPD	$17,980.00	$0.00	$3,596.00	$1,399.93	$0.00	$0.00	$22,975.93	5	$114,879.65	$0.00	$0.00	$114,879.65
Santa Rosa	$22,203.00	$0.00	$3,330.45	$4,625.93	$1,350.00	-$8,375.00	$27,134.38	4	$92,537.52	$0.00	$655.00	$93,192.52
Sac Regional	$18,180.00	$0.00	$0.00	$3,928.80	$4,800.00	-$2,820.00	$28,088.80	7	$168,621.60	$0.00	$0.00	$168,621.60
State Center	$13,540.80	$0.00	$2,031.12	$606.07	$6,750.00	-$7,176.00	$28,752.99	4	$63,007.96	$0.00	$0.00	$63,007.96
Riverside	$19,775.00	$0.00	$2,966.25	$3,520.61	$3,916.80	$0.00	$30,178.66	6	$181,071.96	$0.00	$1,245.00	$182,316.96
SouthBay	$24,847.00	$7,980.00	$6,565.40	$4,819.10	$14,243.75	-$3,636.36	$54,818.89	7	$383,732.23	$61,760.64	$1,150.00	$446,642.87
Average	**$15,895.04**	**$990.53**	**$2,203.80**	**$2,812.82**	**$2,557.37**	**-$4,017.94**	**$21,862.35**	**4.8**	**$103,460.27**	**$4,117.38**	**$203.33**	**$107,780.98**

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACT FOR SHERMAN BLOCK SUPERVISORY LEADERSHIP INSTITUTE (SBSLI)

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Program Services Bureau	
RESEARCHED BY Nicholis Petropoulos	**REVIEWED BY** Jim Katapodis	
REPORT DATE 01/08/2026	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/08/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

Should the Commission authorize the Executive Director to enter into a contract with a qualifying entity for the presentation of the Sherman Block Supervisory Leadership Institute in an amount not to exceed $2,875,152.43?

BACKGROUND:

The Training Program Services (TPS) Bureau fulfills POST's vision through the development and maintenance of training curricula for California Peace Officers. TPS utilizes annual contracts to provide mandated and necessary training in the areas of leadership, criminal investigations, future foresight, supervision, management, instructor development, diversity, and tolerance.

TPS maintains quality and excellence in its training course through quality assessment, instructor development, and curriculum updates to incorporate and address contemporary issues and subject matter improvements.

ANALYSIS:

Maximum budget expenditures are described in Attachment A - SBSLI - Maximum Expenditures FY 26-27.

Contract History is described in Attachment B - SBSLI - Contract History FY 26-27.

Current contract will expire at the end of this Fiscal Year 25/26.

The budget has not increased for FY 26/27.

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Sherman Block Supervisory Leadership Institute budget in the amount of $ 2,875,152.43.

ATTACHMENT(S):

Attachment A - SBSLI - Maximum Expenditures FY 26-27.pdf

Attachment B - SBSLI - Contract History FY 26-27.pdf

Description	Cost Per Presentation	# of Presentations	Total Expenditure 26/27	Total Expenditure 25/26	Difference FY 26/27 - 25/26
POST/CSU Long Beach Research Foundation - 9180			**$2,875,152.43**	**$2,875,153.95**	**-$1.52**
SBSLI – 12311, 12319	$131,465.67	9	$1,183,191.03	$1,183,191.75	
SBSLI Trainer – 12311, 12319	$132,496.07	10	$1,324,960.70	$1,324,961.50	
Facilitator Development Workshop	$135,560.95	2	$271,121.90	$271,121.90	
Facilitator Assessment Workshop	$39,097.10	1	$39,097.10	$39,097.10	
Curriculum Development	$22,840.85	2	$45,681.70	$45,681.70	
Equipment	$11,100.00		$11,100.00	$11,100.00	

Contract Attachment Form

SUMMARY OF PROGRAM/CONTRACT:
The Sherman Block Supervisory Leadership Institute (SBSLI) is a program designed to stimulate personal growth, leadership, and ethical decision-making in California law enforcement front-line supervisors. Designed and implemented in 1988 through the efforts of California law enforcement professionals and top educators and trainers, the SBSLI is an intense program based on experiential learning techniques. Students are challenged to learn new ways to resolve issues through group and individual work. The curriculum takes students through an analysis of management (planning, organizing, directing, etc.) and leadership (inspiring, challenging, developing, etc.) and how each discipline compliments the other. The course progresses from self-evaluation, to interpersonal evaluation, to organizational relationships.

CONTRACTOR(S) NAME:
California State University Long Beach

PROPOSED START/END DATE:
July 1, 2026 – June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY:
$2,875,152.43

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 1 per fiscal year Date of initial/first contract: FY 17/18 (Record retention is 6 years)		
*If an **Amendment:***	Number of previous amendments: NA		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission	3/05/2025	3/07/2024	3/22/2023
Amount Previously Approved by Commission	$2,875,153.95	$2,875,694.10	$2,675,551.90
Final Contract Amount (not Commission approved amount)	$2,875,153.95	$2,875,694.10	$2,675,551.90
Amounts Invoiced or Expended	$667,800.69 as of 01/08/2026	$2,254,265.29 as of 01/08/2026	$2,170,516.43 as of 01/08/2026
Number of Courses Delivered, if applicable	70 as of 01/08/2026	159 as of 01/08/2026	161 as of 01/08/2026
Number of Students Attended, if applicable	1,498 as of 01/08/2026	3,251 as of 01/08/2026	3,260 as of 01/08/2026

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACT FOR THE ROBERT PRESLEY INSTITUTE FOR CRIMINAL INVESTIGATION (ICI)

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Program Services Bureau	
RESEARCHED BY Taylor Tavares	**REVIEWED BY** Andrew Mendonsa	
REPORT DATE 01/08/2026	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/08/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission authorize the Executive Director to enter into a contract with a qualifying entity for the presentation of the Institute for Criminal Investigation program in an amount not to exceed $5,427,791.71.

BACKGROUND: The Robert Presley Institute of Criminal Investigation (ICI) was established in accordance with Penal Code section 13519.9 to provide an advanced training program for criminal investigators of California's law enforcement agencies. As such, the ICI Program provides core instruction in matters common to all investigative activities, advanced instruction through foundation specialty courses, and a variety of elective courses pertaining to criminal investigations. The program consists of a two-week core investigations course, an approved foundation specialty course, and a series of investigative elective courses.

ANALYSIS: Maximum budget expenditures are described in Attachment A – ICI – Maximum Expenditures FY 26-27.

Contract History is described in Attachment B – ICI – Contract History FY 26-27.

Current contract will expire at the end of this Fiscal Year 25/26. The budget has not increased for FY 26/27.

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Institute for Criminal Investigation program budget in the amount of $5,427,791.71.

ATTACHMENT(S):

Attachment A - ICI - Maximum Expenditures FY 26-27

Attachment B â€“ ICI â€“ Contract History FY 26-27

Institute of Criminal Investigations (ICI)
Attachment A
FY 26/27

Description	Cost Per Presentation	# of Presentations	Total Expenditure 26/27	Total Expenditure 25/26	Difference FY 26/27 - 25/26
California Department of Justice - 9260			**$88,867.44**	**$87,519.51**	**$1,347.93**
Internet Crimes - 30591	$29,622.48	3	$88,867.44		
California State University, Long Beach - 5270			**$184,506.30**	**$184,506.30**	**$0.00**
Core - 26000	$61,502.10	3	$184,506.30		
Government Training Agency - 9070			**$1,716,712.46**	**$1,691,373.10**	**$25,339.36**
Advanced Gangs - 23181	$21,230.32	1	$21,230.32		
Arson & Explosives - 30101	$26,377.25	2	$52,754.50		
Burglary - 31290	$27,188.25	2	$54,376.50		
Child Abuse - 32340	$21,162.25	3	$63,486.75		
Core - 26000	$52,729.28	8	$421,834.24		
Financial Crimes - 32459	$21,016.25	2	$42,032.50		
Cybercrime - 23415	$23,798.25	2	$47,596.50		
Gangs - 20611	$20,996.25	2	$41,992.50		
Homicide - 31921	$59,979.25	3	$179,937.75		
ICI Identity Theft - 30611	$21,305.25	1	$21,305.25		
Instructor - All Phases	$32,212.20	2	$64,424.40		
Mentors/Phase III Evaluators	$7,080.00	1	$7,080.00		
Narcotics - 32650	$62,080.25	3	$186,240.75		
Officer Involved Shooting - 22450	$36,302.25	4	$145,209.00		
Real Estate Fraud - 21724	$17,798.25	1	$17,798.25		
Science Based Interviewing - 28000	$59,860.25	2	$119,720.50		
Sexual Assault - 33430	$35,239.25	5	$176,196.25		
Technology in Investigations - 26010	$23,373.25	2	$46,746.50		
Equipment			$6,750.00		
Los Angeles County Sheriff's Department - 1820			**$148,951.85**	**$165,189.90**	**-$16,238.05**
Homicide - 31921	$29,790.37	5	$148,951.85		

Los Angeles Police Department - 1850			**$275,037.06**	**$279,085.88**	**-$4,048.82**
Core - 26000	$79,278.82	2	$158,557.64		
Gangs - 26011	$30,813.72	2	$61,627.44		
Sexual Assault - 33430	$26,912.81	2	$53,825.62		
Equipment			$1,026.36		
Curriculum Development	$20,600.00				
Nor Cal Regional Public Safety Training Authority – 1261			**$738,913.99**	**$756,497.04**	**-$17,583.05**
Core - 26000	$45,116.57	7	$315,815.99		
Homicide - 31921	$43,856.05	4	$175,424.20		
Officer Involved Shooting - 22450	$32,006.20	4	$128,024.80		
Sexual Assault - 33430	$24,483.00	3	$73,449.00		
Child Abuse - 32340	$20,600.00	2	$41,200.00		
Equipment			$5,000.00		
San Francisco Police Department - 2420			**$200,679.64**	**$198,917.91**	**$1,761.73**
Core - 26000	$66,014.50	3	$198,043.50		
Curriculum Development		1	$1,836.14		
Equipment			$800.00		
South Bay Regional Training Consortium - 2540			**$1,670,795.32**	**$1,820,408.82**	**-$149,613.50**
Child Abuse - 32340	$32,479.98	2	$64,959.96		
Core - 26000	$77,175.89	6	$463,055.34		
Financial Crimes - 32459	$32,506.96	2	$65,013.92		
Homicide - 31921	$81,925.74	5	$409,628.70		
Human Trafficking	$49,964.60	2	$99,929.20		
Officer Involved Shooting - 22450	$48,578.26	4	$194,313.04		
Robbery - 33310	$33,225.72	2	$66,451.44		
Sexual Assault - 33430	$46,618.00	6	$279,708.00		
Science Based Interviewing - 28000	$54,015.12	0	$0.00		
Curriculum Development - SBI Course Update/Coaching course (Continuous)	$26,376.00	0	$0.00		
Curriculum Development - SBI Research SME	$21,708.00	1	$21,708.00		
Equipment			$6,027.72		

State Center Community College District – 3556			**$403,327.65**	**$403,327.65**	**$0.00**
Core - 26000	$36,433.42	5	$182,167.10		
Gangs - 26011	$18,475.43	2	$36,950.86		
Narcotics - 32650	$61,403.23	3	$184,209.69		
Grand Total			**$5,427,791.71**	**$5,586,826.11**	**-$159,034.40**

Contract Analysis:

Staff evaluated the contract requests this year using two metrics which have not previously been used.

First, there was an assessment of the Institute of Criminal Investigations (ICI) presenter locations and the locations of attendees in the ICI courses. Staff found that there is good alignment between the locations of courses and where students are employed. See attached heatmap.

Second, staff evaluated the back-end costs for trainee reimbursement (eTRR) for attendance at the main ICI courses, including Core, Homicide, OIS, Narcotics and Gangs. This data was used to assess how many students, as a percentage average, are requesting reimbursement and the average amounts requested. This data was used holistically to evaluate the total program costs, the front-end contract cost paid to presenters, plus back-end reimbursements paid to student agencies. While some courses in higher cost areas are more expensive in absolute contract terms, they are located in areas which significantly reduce travel costs, both for course personnel and students, lowering the total aggregate cost to POST. For example, while SFPD has higher instructor costs, their instructor travel costs are negligible and student reimbursement costs are among the lowest in the program. A lower percentage of student travel reimbursements costs is indicative of higher levels of commuter trainees, significantly reducing costs to POST that would not otherwise be reflected in the contract amounts.

Specific Presenter Notes:

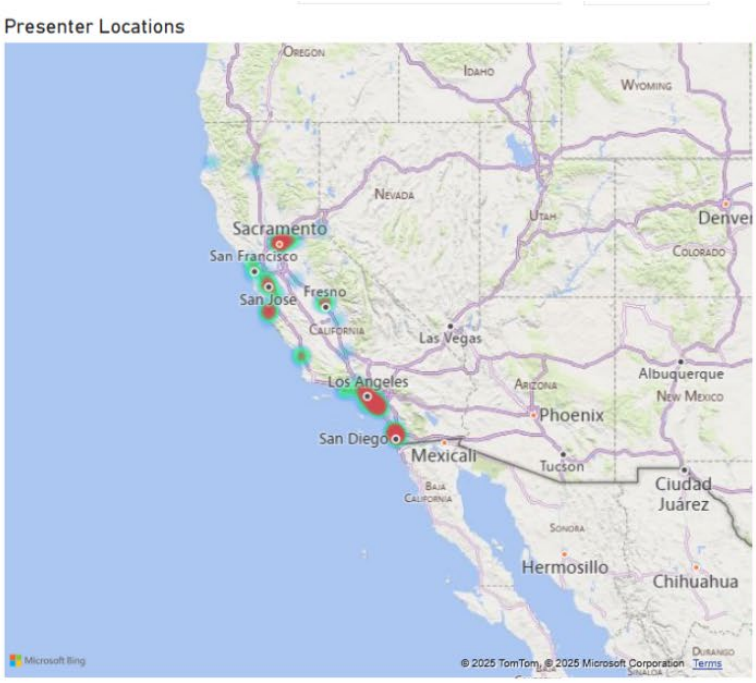
South Bay Regional Bay Public Safety Training Consortium (South Bay)

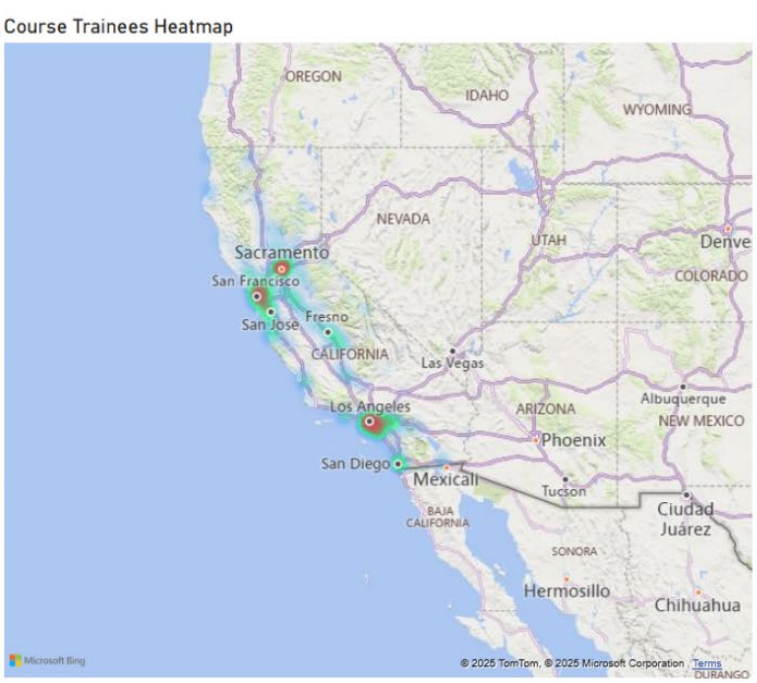
- South Bay in particular continues to reflect the extreme high cost of living area which it serves. South Bay serves law enforcement in the Santa Clara, San Mateo, Marin, San Francisco, Santa Cruz, and Alameda areas. These areas consistently rank as the highest cost of living in the country.
- The total contract costs were reduced due to removing (2) presentations of Science Based Interviewing (SBI) and (1) presentation of Core. The SBI and Core presentations are being reassigned to other presenters who are able to host the courses more cost effectively.
- South Bay provided an assessment of meeting space rental costs for appropriate instructional space, and the requested amounts are consistent with market rates in their service area.
- Savings were realized when staff worked with South Bay to fine-tune the costs for instructional travel so that the requested amount more accurately reflects the actual costs incurred. This will ensure that POST does not encumber excess funds in the contract which can be used to support other programs.

Los Angeles Police Department (LAPD)

- LAPD has requested a proportionately higher amount of instructor costs. This is due to a request to increase their ICI instructor cadre, and the need to pair experienced instructors with trainee instructors during this contract cycle. Due to significant staffing shortages and challenges, LAPD has had difficulty staffing ICI courses. It should be noted that even with these requests, the LAPD budget does not reflect their true costs for the course, and they continue to operate their ICI program at a net loss in order to support their partner agencies.

<u>Comparison between Presenter and Trainee Locations</u>





Contract Attachment Form

SUMMARY OF PROGRAM/CONTRACT:
State Senator Robert Presley is credited with planting the seed in the mid-1980s of what has since grown into a highly respected and recognized training program for California's criminal investigators. Those who commit themselves to earning a Robert Presley Institute of Criminal Investigation (ICI) Certificate of Achievement will realize the program's goal of becoming a highly trained and competent criminal investigator who is able to meet the investigative challenges of the future. In 1994, the Institute was formalized via P.C. 13519.9 which states, "The Robert Presley Institute of Criminal Investigation will make available to criminal investigators of California's law enforcement agencies an advanced training program to meet the needs of working investigators."

CONTRACTOR(S) NAME:
California Department of Justice
California State University, Long Beach
Government Training Agency
Los Angeles County Sheriff's Department
Los Angeles Police Department
Northern California Regional Public Safety Training Authority
San Francisco Police Department
South Bay Regional Public Safety Training Consortium
State Center Community College District

PROPOSED START/END DATE:
July 1, 2026 – June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY:
$5,427,791.71

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 9 per fiscal year Date of initial/first contract: FY 17/18 (Record retention is 6 years)		
*If an **Amendment:***	Number of previous amendments: N/A		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission	03/05/2025	03/07/2024	03/22/2023
Amount Previously Approved by Commission	$5,586,826.11	$5,658,893.98	$4,962,706.49
Final Contract Amount (not Commission approved amount)	$5,586,826.11	$5,658,893.98	$4,962,706.49
Amounts Invoiced or Expended	$787,099.09 as of 01/08/2026	$4,548,436.48 as of 01/08/2026	$4,201,583.71 as of 01/08/2026
Number of Courses Delivered, if applicable	60 as of 01/08/2026	152 as of 01/08/2026	145 as of 01/08/2026
Number of Students Attended, if applicable	1,376 as of 01/08/2026	3,446 as of 01/08/2026	3,217 as of 01/08/2026

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW: The overall ICI program budget has decreased by $159,034.40. Increased rates across the program were noted for four main reasons:

1. General Services Administration (GSA) travel rates increase on an annual basis. These costs are neither set, nor can be negotiated, by POST.
2. A companion issue to the travel rates is increased charges by hotels for meeting room space. POST continually works with presenters to conduct cost/location analysis to ensure the courses are being taught in ways which are cost effective.
3. Instructor salary rates. These generally increase on an annual basis, both for agencies and college presenters, and these costs are neither set, nor can be negotiated, by POST.

4. California Department of Corrections and Rehabilitation (CDCR) students and subventions. CDCR has traditionally requested spots in multiple ICI programs, for which they paid tuition. They have significantly cut the number of courses requested, meaning they are reducing tuition payments, which defrayed some of the course costs for presenters. Some presenters were more impacted than others.

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACT FOR THE INSTRUCTOR DEVELOPMENT INSTITUTE (IDI)

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Program Services Bureau	
RESEARCHED BY Taylor Tavares	**REVIEWED BY** Bill Baldwin	
REPORT DATE 01/08/2026	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/08/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission authorize the Executive Director to enter into a contract with a qualifying entity for the presentation of the Instructor Development Institute Program in an amount not to exceed $657,623.62.

BACKGROUND: The Training Program Services (TPS) Bureau fulfills POST's vision through the development and maintenance of training curricula for California Peace Officers. TPS utilizes annual contracts to provide mandated and necessary training in the areas of leadership, criminal investigations, future foresight, supervision, management, instructor development, diversity, and tolerance. TPS maintains quality and excellence in its training courses through quality assessment, instructor development, and curriculum updates to incorporate and address contemporary issues and subject matter improvements.

ANALYSIS: Maximum budget expenditures are described in Attachment A – IDI – Maximum Expenditures FY 26-27.

Contract History is described in Attachment B – IDI – Contract History FY 26-27.

Current contract will expire at the end of this Fiscal Year 25/26. The budget has not increased for FY 26/27.

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Instructor Development

Institute program budget in the amount of $657,623.62.

ATTACHMENT(S):
Attachment A - IDI - Maximum Expenditures FY 26-27
Attachment B â€“ IDI â€“ Contract History FY 26-27

Instructor Development Institute (IDI)
Attachment A
Fiscal Year 26/27

Description	Cost Per Presentation	# of Presentations	Total Expenditure 26/27	Total Expenditure 25/26	Difference FY 26/27 - 25/26
Government Training Agency - 9070			**$636,157.00**	**$636,184.50**	**-$27.50**
Program Management & Travel	$148,128.00	1	$148,128.00		
Building & Facilitating Tabletop Training - 23604	$3,249.75	1	$3,249.75		
Instructor Certification Course-Basic - 21749	$19,345.25	3	$58,035.75		
Instructor Development-Intermediate - 21707	$19,216.00	4	$76,864.00		
Instructor Dev - Instructional Technology - 21717	$9,000.25	1	$9,000.25		
Leadership and Mentoring For Instructors - 21722	$13,705.50	5	$68,527.50		
Advanced Instructor, Phase I - 21719	$21,681.25	2	$43,362.50		
Advanced Instructor, Phase II - 21721	$8,708.75	2	$17,417.50		
Master Instructor Certification Course, Orientation - 21723	$22,581.25	1	$22,581.25		
Master Instructor Certification, Core - 21726	$41,543.50	1	$41,543.50		
Master Instructor Cert. - Progress Workshop - 21727 OR 21729	$18,950.50	3	$56,851.50		
Master Instructor Certification Validation - 21728	$38,368.50	1	$38,368.50		
Master Instructor Course Validation - 21757	$9,827.00	1	$9,827.00		
Master Instructor Student Coaching	$24,300.00	1	$24,300.00		
Equipment	$3,700.00		$3,700.00		
Curriculum Development	$14,400.00	1	$14,400.00		
South Bay Regional Public Safety Training - 2540			**$21,466.62**	**$26,695.11**	**-$5,228.49**
IDI Intermediate Course (Level 2)		1	$21,466.62		
Grand Total			**$657,623.62**	**$662,879.61**	**-$5,255.99**

Commission Authority Request Contract
Attachment Form

SUMMARY OF PROGRAM/CONTRACT:

The Instructor Development Institute (IDI) "provides multi-level, multi-track programs to develop professionalism in the delivery of law enforcement instruction."

CONTRACTOR(S) NAME:

Government Training Agency

South Bay Regional Public Safety Training

PROPOSED START/END DATE:

July 1, 2026 – June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY:

$657,623.62

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 2 per fiscal year Date of initial/first contract: FY 17/18 (Record retention is 6 years)		
*If an **Amendment:***	Number of previous amendments: 1		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission	03/05/2025	03/07/2024	03/22/2023
Amount Previously Approved by Commission	$662,879.61	$698,443.73	$811,279.79
Final Contract Amount (not Commission approved amount)	$657,651.12	$698,443.73	$811,279.79
Amounts Invoiced or Expended	$113,952.97 (as of 01/08/2026)	$479,131.11 (as of 01/08/2026)	$567,013.10 (as of 01/08/2026)
Number of Courses Delivered, if applicable	11 (as of 01/08/2026)	24 (as of 01/08/2026)	20 (as of 01/08/2026)
Number of Students Attended, if applicable	206 (as of 01/08/2026)	386 (as of 01/08/2026)	329 (as of 01/08/2026)

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW:

The overall IDI program budget is decreasing by $5,255.99 from the previous fiscal year.

This reduction is primarily due to an amendment to the South Bay contract in FY 2025/2026, which revised the IDI Intermediate Course from a 40-hour format to a 32-hour format, resulting in a cost decrease of $5,228.49. South Bay has elected to continue utilizing the 32-hour course format for FY 2026/2027.

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACT FOR THE QUALITY ASSESSMENT PROGRAM (QAP)

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Program Services Bureau	
RESEARCHED BY Taylor Tavares	**REVIEWED BY** Bill Baldwin	
REPORT DATE 01/08/2026	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/18/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission authorize the Executive Director to enter into a contract with a qualifying entity for the presentation of the Quality Assessment Program in an amount not to exceed $698,134.50?

BACKGROUND: One of the most compelling challenges for POST is to assess how effective training is for the student, and specifically whether the curriculum enhances student performance, competency, and service. Therefore, it is critical to audit training to ensure it conforms with the content and delivery method previously reviewed and certified by POST.

The QAP measures law enforcement instructor and course quality, evaluates instructor use of adult learning methods and techniques, reviews course documentation, measures learning validation and ensures the quality of POST-certified training courses. In addition, the QAP identifies regulatory compliance deficiencies, as well as non-compliance to agree upon POST-approved budgets for charging tuition. If an assessment reveals a weakness in the curriculum or the facilitation skills of an instructor, the QAP assessor will make recommendations for a more robust curriculum or enhance classroom environment management and facilitation skills through mentorship. The course coordinator will provide a step-by-step outline of how these weaknesses will be remedied to bring the course up to POST standard.

If an assessment reveals non-compliance with Commission

Regulation(s), significant deviation from the POST-certified training outline or non-compliance to the POST-approved budget, etc., those findings and corrective actions will be taken in a written response to POST. Upon receipt of the presenter response, POST determines whether the response is sufficient, whether additional monitoring is necessary, or whether the course should be de-certified or put into modification (pending inactive status).

ANALYSIS:

Maximum budget expenditures are described in Attachment A – QAP – Maximum Expenditures FY 26-27.

Contract History is described in Attachment B – QAP – Contract History FY 26-27 V2.

Current contract will expire at the end of this Fiscal Year 25/26. The budget has not increased for FY 26/27.

RECOMMENDATION:

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Quality Assessment Program budget in the amount of $ 698,134.50.

ATTACHMENT(S):

Attachment A - QAP - Maximum Expenditures FY 26-27
Attachment B â€“ QAP â€“ Contract History FY 26-27 V2

Quality Assessment Program (QAP)
Attachment A
Fiscal Year 26/27

Description	Total Expenditure 26/27	Total Expenditure 25/26	Difference FY 26/27 - 25/26
South Bay Regional Training Consortium - 2540	**$698,134.50**	**$698,223.63**	**-$89.13**
Quality Assessment Program	$698,134.50		
Grand Total	**$698,134.50**	**$698,223.63**	**-$89.13**

Commission Authority Request Contract Attachment Form

SUMMARY OF PROGRAM/CONTRACT:

Quality Assessment Program (QAP) measures law enforcement instructor and course quality; evaluates instructor use of adult learning methods and techniques; reviews course documentation; and ensures the quality of POST-certified courses (Traditional Learning and Distant Learning) are consistent with POST's Strategic Plan (2021), Organizational Analysis Report (2018), and PC 13503.

CONTRACTOR(S) NAME:

South Bay Regional Public Safety Training Consortium

PROPOSED START/END DATE:

July 1, 2026 – June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY:

$698,134.50

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 1 per fiscal year Date of initial/first contract: FY 17/18 (Record retention is 6 years)		
*If an **Amendment:***	Number of previous amendments: N/A		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission	03/05/2025	03/07/2024	03/22/2023
Amount Previously Approved by Commission	$698,223.63	$698,357.60	$583,064.00
Final Contract Amount (not Commission approved amount)	$698,223.63	$698,357.60	$583,064.00

Amounts Invoiced or Expended	$81,761.15 as of 01/08/2026	$688,898.20 as of 01/08/2026	$579.048.41 as of 01/08/2026
Number of Courses Delivered, if applicable	N/A	N/A	N/A
Number of Students Attended, if applicable	N/A	N/A	N/A

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW:

The QAP budget has decreased by $89.13 for FY 25/26.

Quality Assessment Program (QAP) Statistical Overview:

During Fiscal Years 2023–24 through 2025–26, the Quality Assessment Program (QAP) assessed **260 POST-certified courses** to ensure instructional quality and regulatory compliance. Because individual courses may include multiple instructors, several evaluations may be generated from one course. These assessments focus on the primary instructor and are usually an eight-hour course. As a result, the assessment of these courses generated **468 instructor evaluation forms**, representing a total of **9,199 instructional hours assessed**.

In FY 2023–24 and FY 2024–25, the QAP assessed **108 courses each fiscal year**, resulting in **192** and **201 instructor evaluation forms submitted**, respectively. These evaluations covered **3,630 instructional hours** in FY 2023–24 and **4,240 instructional hours** in FY 2024–25. In FY 2025–26, to date, **44 courses** have been assessed, generating **75 instructor evaluation forms** and **1,329 instructional hours assessed**.

The majority of courses required no corrective action. Across all three fiscal years, **155 courses** were found to have no issues to address. When issues were identified, they most frequently involved instructors, regulatory compliance, or a combination of both. Course-specific issues were rare. In support of continuous improvement, the QAP issued **2,303 recommendations**, which reflect quality improvement guidance rather than mandatory corrective action.

Only **11 courses** were placed into modification status due to unresolved issues, and **four instructors** were voluntarily removed by presenters as a result of evaluation findings. Overall, the data demonstrates strong compliance across assessed courses and highlights the QAP's emphasis on oversight, accountability, and continuous improvement.

The above information is indicative of the table below.

Metric	**FY 2023–24**	**FY 2024–25**	**FY 2025–26 (YTD)**
Courses Reviewed	108	108	44
Course Evaluations Completed	192	201	75
Instructional Hours Assessed	3,630	4,240	1,329
Courses With No Issues Identified	69	71	15
Evaluations With Instructor Issues	22	17	5
Evaluations With Instructor & Regulatory Issues	9	12	4
Evaluations With Regulatory Issues Only	7	8	4
Course Content Issues	1	0	1
Improvement Recommendations Issued	940	969	394
Courses Placed Into Modification Status	7	4	0
Instructor Voluntary Removals	3	1	0

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACTS FOR THE POST MANAGEMENT COURSE (PMC)

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Program Services Bureau	
RESEARCHED BY John Tomasello	**REVIEWED BY** Andrew Mendonsa	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/08/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission authorize the Executive Director to enter into contracts with qualifying entities for the update to curriculum and presentation of the POST Management Course in an amount not to exceed $1,865,933.80?

BACKGROUND: Commission Regulation 1005(c) requires every peace officer (except all jail deputies) promoted, appointed, or transferred to a middle management position after July 1, 2018, shall satisfactorily complete a certified Management Course either 12 months prior to promotion or within 12 months after the initial promotion, appointment, or transfer to such position. An officer who will be appointed within 12 months to a middle management or higher position or an officer who is assigned to a first-level supervisory position may attend a Management Course, if authorized by the department head. Completion of the Supervisory Course is a prerequisite to attending the Management Course. Requirements for the Management Course are set forth in Commission Procedure D-4.

The 104-hour mandated Management Course is presented in three instructional phases and is designed to assist supervisors transitioning to middle management. Utilizing adult learning principles, the course covers several specific topics including: Role of the Lieutenant, Leadership, Community Oriented Policing/Problem Oriented Policing, Strategic Planning, Fiscal Management, Personnel Issues, Legal Issues, Critical Incident Management, Values/Ethics, Risk Management, Media, Personnel/Professional Growth, and a

Project Presentation.

In addition, curriculum development must be completed on a periodic and ongoing basis, to keep the course relevant and contemporary.

ANALYSIS:

Maximum budget expenditures are described in Attachment A – PMC – Maximum Expenditures FY 26-27.

Contract History is described in Attachment B – PMC – Contract History FY 26-27.

Current contracts will expire at the end of this Fiscal Year 25/26. The budget has increased by $11,605.00 for FY 26/27.

RECOMMENDATION:

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed POST Management Course program budget in the amount of $1,865,933.80.

ATTACHMENT(S):

PMC Attachment A FY 2026-27 V2.pdf
Attachment B PMC Contract History FY 26-27.pdf

Description	Cost Per Presentation	# of Presentations	Total Expenditure 26/27	Total Expenditure 25/26	Difference FY 26/27 - 25/26
POST Management Course CSULB - 2540			**$680,267.40**	**$680,267.40**	**$0.00**
Management Course Module A - 00501	$22,488.03	12	$269,856.36		
Management Course Module B - 00502	$15,630.29	12	$187,563.48		
Management Course Module C - 00503	$18,570.63	12	$222,847.56		
POST Management Course GTA - 9070			**$426,172.50**	**$426,172.50**	**$0.00**
Equipment			$393.75		
Management Course Module A - 00501	$16,741.75	9	$150,675.75		
Management Course Module B - 00502	$15,867.50	9	$142,807.50		
Management Course Module C - 00503	$14,699.50	9	$132,295.50		
POST Management Course South Bay - 2540			**$759,493.90**	**$747,888.90**	**$11,605.00**
Equipment			$2,035.00		
Management Course Module A - 00501	$30,565.30	11	$336,218.30		
Management Course Module B - 00502	$18,672.40	11	$205,396.40		
Management Course Module C - 00503	$19,622.20	11	$215,844.20		
Grand Total			**$1,865,933.80**	**$1,854,328.80**	**$11,605.00**

Specific Presenter Notes:

South Bay Regional Bay Public Safety Training Consortium (South Bay)

The PMC courses are distributed across presenters in an attempt to align with predicted agency needs. Two-thirds of the available PMC courses are hosted in Southern California (San Diego and Dana Point), where approximately two-thirds of the sworn personnel are employed. The remaining one-third of the presentations are split between Monterey (to service the Bay Area and Central Valley) and Sacramento (for Northern California). This is designed to minimize travel costs for students (as hotel and flight rates have increased) and time away from agencies, particularly for middle managers who often serve in quasi-executive positions within small and medium agencies.

Contract Attachment Form

SUMMARY OF PROGRAM/CONTRACT:
The 104-hour mandated Management Course (Commission Regulation 1005) is designed to assist supervisors in transitioning to middle managers and must be completed within 12 months of promoting or being appointed to a middle management position.

CONTRACTOR(S) NAME:
Government Training Agency
California State University, Long Beach
South Bay Training Consortium

PROPOSED START/END DATE:
July 1, 2026 – June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY:
$1,865,933.80

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 3 per fiscal year Date of initial/first contract: FY 17/18 (Record retention is only 6 years)		
*If an **Amendment:***	Number of previous amendments: NA		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission	03/05/2025	03/07/2024	03/22/2023
Amount Previously Approved by Commission	$1,854,328.80	$1,856,722.61	$1,669,446.69
Final Contract Amount (not Commission approved amount)	$1,854,328.80	$1,856,722.61	$1,632,156.69
Amounts Invoiced or Expended	$1,357,643.47 as of 1/08/2026	$1,357,643.47 as of 1/08/2026	$1,192,544.49 as of 1/08/2026
Number of Courses Delivered, if applicable	11 as of 1/08/2026	32 as of 1/08/2026	31 as of 1/08/2026
Number of Students Attended, if applicable	255 as of 1/08/2026	715 as of 1/08/2026	707 as of 1/08/2026

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW:

Notes & Justifications:

POST recommends the same number of presentations next year. The justification is as follows:

- The course is a regulatory mandate under 1005.
- We average 550 new Lieutenant promotions per year (over the last 10 years).
- We currently support 32 presentations, which allows for between 640-800 students per year.
    - This allows for Lieutenant promotions, plus others who need to attend, including non-sworn civilian managers, supervisors who serve in management roles, out of state management and executives who are required to attend.
- In FY2024/2025 we averaged 22 students per course (above current minimum) and trained 716 managers.

The number of presentations is well aligned with the need and accounts for the fact that we cannot have completely full courses during every presentation. This means we need to schedule more slots that we may need in a given year. The course locations are well aligned with the needs of the students. The cost increase reflects higher instruction rates, rising travel and lodging expenses under federal per diem rates, along with higher hotel meeting room rates.

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACT FOR THE POST COMMAND COLLEGE (CC)

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Program Services Bureau	
RESEARCHED BY John Tomasello	**REVIEWED BY** Lynette Miles	
REPORT DATE 01/08/2026	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/08/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

Should the Commission authorize the Executive Director to enter into contracts with qualifying entities for the update to curriculum and presentation of the POST Command College Course in an amount not to exceed $553,531.30?

BACKGROUND:

The Training Program Service (TPS) Bureau is responsible for developing law enforcement curricula for California Peace Officers and meeting California legislative mandates or other critical law enforcement training needs. Using subject matter experts (SME), TPS creates training that meets Legislative Mandates and other critical training needs for the field. TPS also investigates how the application of various forms of technology can assist instructors with presenting the best possible training to the 80,000 peace officers that serve the communities of California.

The Law Enforcement Command College is a 14-month program designed to prepare law enforcement leaders of today for the challenges of the future. The program focuses on the development of strategic foresight needed to influence the future direction of law enforcement organizations, strategies to identify emerging issues and provide proactive responses, trend analysis via the STEEP (sociological, technological, economic, environmental, political) model, methods and benefits of stakeholder engagement and sharing of information to address pending community needs, Procedural Justice and

the impact of social systems on a global society.

The primary goal of the Command College is to provide sitting law enforcement leaders with a focus on futures forecasting and innovation. Students are exposed to leaders in the field of forecasting, innovation, economics, media relations, political science, and organizational leadership from across the nation. The program is presented at a master's degree level, based on student- centered adult learning theories, placing accountability and responsibility for success on the student.

ANALYSIS:

Maximum budget expenditures are described in Attachment A – CC – Maximum Expenditures FY 26-27.

Contract History is described in Attachment B – CC – Contract History FY 26-27.

Current contract will expire at the end of this Fiscal Year 26/27. The budget has increased by $165,944.95 for FY 26/27.

RECOMMENDATION:

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed POST Command College Course budget in the amount of $553,531.30.

ATTACHMENT(S):

Attachment A â€“ CC â€“ Maximum Expenditures FY 26-27.pdf
Attachment B â€“ CC â€“ Contract History FY 26-27.pdf

Description	Cost Per Presentation	# of Presentations	Total Expenditure 26/27	Total Expenditure 25/26	Difference FY 26/27 - 25/26
Government Training Agency - 71060			**$553,531.30**	**$387,586.35**	**$165,944.95**
Equipment			$1,000.00	$1,000.00	
Session 1 - Defining the Future - 71060	$37,928.00	2	$75,856.00	$78,156.00	
Session 2 - Social Issues & Futures Research - 71060	$43,083.85	2	$86,167.70	$44,083.85	
Session 3 - Enhanced Leadership & Politics - 71060	$42,825.10	2	$85,650.20	$43,825.10	
Session 4 - Economics & Strategic Planning - 71060	$44,850.10	2	$89,700.20	$45,850.10	
Session 5 - Technological & Environmental Issues - 71060	$43,170.10	2	$86,340.20	$44,170.10	
Session 6 - Futures Planning Tools - 71060	$43,177.60	2	$86,355.20	$44,177.60	
Session 7 - Politics of Change - 71060	$42,461.80	1	$42,461.80	$86,323.60	
Grand Total			**$553,531.30**	**$387,586.35**	**$165,944.95**

Specific Presenter Notes:

Command College traditionally offered two courses annually. Due to budget constraints, POST reduced this to one course in FY 25/26, but two courses will resume in FY 26/27, raising program costs. The increase also reflects higher coordinator and instruction rates, new threat-casting curriculum, and rising travel and lodging expenses under federal per diem rates, along with higher hotel meeting room rates.

General Notes:
NA

Contract Attachment Form

SUMMARY OF PROGRAM/CONTRACT:
The primary goal of the Command College is to provide training for sitting law enforcement leaders, with a focus on futures forecasting and innovation. Students are exposed to leaders in the field of forecasting, innovation, economics, media relations, political science, and organizational leadership from across the nation.

CONTRACTOR(S) NAME:
Government Training Agency

PROPOSED START/END DATE:
July 1, 2026 – June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY:
$553,531.30

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 1 per fiscal year. Date of initial/first contract: FY 17/18 (Record retention is only 6 years)		
*If an **Amendment:***	Number of previous amendments: NA		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission	03/05/2025	03/07/2024	03/22/2023
Amount Previously Approved by Commission	$484,684.25	$484,684.25	$484,684.25
Final Contract Amount (not Commission approved amount)	$387,586.35	$484,684.25	$484,684.25
Amounts Invoiced or Expended	$88,036.89 as of 1/08/2026	$417,153.27 as of 1/08/2026	$451,845.44 as of 1/08/2026
Number of Courses Delivered, if applicable	1 as of 1/08/2026	2 as of 1/08/2026	2 as of 1/08/2026
Number of Students Attended, if applicable	18 as of 1/08/2026	45 as of 1/08/2026	42 as of 1/08/2026

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW:

Command College traditionally presented two courses annually. Due to budget constraints, one course was presented in FY 25/26. Two courses will resume in FY 26/27, increasing program costs. The increase also reflects higher coordinator and instruction rates, new threat casting curriculum, and rising travel and lodging expenses under federal per diem rates, along with higher hotel meeting room rates.

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACT FOR THE POST EXECUTIVE DEVELOPMENT COURSE (EDC)

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Program Services Bureau	
RESEARCHED BY John Tomasello	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/08/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

Should the Commission authorize the Executive Director to enter into contracts with qualifying entities for the update to curriculum and presentation of the POST Executive Development Course in an amount not to exceed $373,929.70?

BACKGROUND:

The Executive Development Course (EDC) is the last in a series of professional development programs offered by POST and is intended to enhance the leadership potential and capabilities of law enforcement executives. The EDC is an 80-hour course conducted in two separate one-week sessions. Completion of EDC is a requirement for a department head to receive their POST Executive Certificate [Commission Regulation 1202(b)(9)].

EDC addresses a broad range of contemporary topics, issues and trends relevant to the law enforcement executive:

- Perspectives on the executive leadership role in law enforcement
- Contemporary issues, principled policing, and community perspectives affecting law enforcement leadership
- Understanding and navigating local government, budgets, and the City/County Management Police Executive Relationship
- Integration of ethics and value-based principles into the

core operating philosophy and culture of the organization
- Principles of strategic and transition management when planning for and implementing change
- Organizational interventions and critical incident care management, risk management, internal auditing, systems analysis and performance measures
- Internal/external accountability systems, misconduct prevention and early detection strategies
- Crisis communications and media competency, current legal issues regarding organizational liability, internal discipline, forms of discrimination, and personal liability

ANALYSIS:

The budget details can be viewed in Attachment A – EDC – Maximum Expenditures FY 26-27.

The historic expenditures can be viewed in Attachment B – EDC – Contract History FY 26-27.

There is no increase to the budget for Fiscal Year 2026/2027.

RECOMMENDATION:

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Executive Development Course budget in the amount of $373,929.70.

ATTACHMENT(S):

Attachment A â€“ EDC â€“ Maximum Expenditures FY 26-27.pdf
Attachment B â€“ EDC â€“ Contract History FY 26-27.pdf

Description	Cost Per Presentation	# of Presentations	Total Expenditure 26/27	Total Expenditure 25/26	Difference FY 26/27 - 25/26
California State University, Long Beach - 9180			**$373,929.70**	**$373,929.80**	**-$0.10**
Session 1 - 00601	$37,376.87	5	$186,884.35		
Session 2 - 00602	$37,409.07	5	$187,045.35		
Grand Total			**$373,929.70**	**$373,929.80**	**-$0.10**

Specific Presenter Notes:

No increase in presentation cost.

Contract Attachment Form

SUMMARY OF PROGRAM/CONTRACT:
EDC is the last in a series of professional development programs offered by POST and is intended to enhance the leadership potential and capabilities of law enforcement executives. The EDC is an 80-hour course conducted in two separate one-week sessions.

CONTRACTOR(S) NAME:
California State University, Long Beach

PROPOSED START/END DATE:
July 1, 2026 – June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY:
$373,929.70

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 1 per fiscal year. Date of initial/first contract: FY 17/18 (Record retention is only 6 years)		
*If an **Amendment:***	Number of previous amendments: NA		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission	03/05/2025	03/07/2024	03/22/2023
Amount Previously Approved by Commission	$373,929.80	$374,706.25	$363,263.75
Final Contract Amount (not Commission approved amount)	$373,929.80	$374,706.25	$363,263.75
Amounts Invoiced or Expended	$32,760.33 As of 1/08/2026	$291,844.42 As of 1/08/2026	$296,867.39 As of 1/08/2026
Number of Courses Delivered, if applicable	2 as of 1/08/2026	5 as of 1/08/2026	5 as of 1/08/2026
Number of Students Attended, if applicable	55 as of 1/08/2026	128 as of 1/08/2026	128 as of 1/08/2026

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW:

There is no increase to the budget for Fiscal Year 2026/2027.

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACT FOR THE MUSEUM OF TOLERANCE (MOT)

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Training Program Services Bureau	
RESEARCHED BY John Tomasello	**REVIEWED BY** Lynette Miles	
REPORT DATE 01/09/2026	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/04/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission authorize the Executive Director to enter into a contract with the Simon Wiesenthal Center for the presentation of the Museum of Tolerance program in an amount not to exceed $1,556,000.00?

BACKGROUND: Diversity training remains an important priority and POST continues to partner with the Simon Wiesenthal Museum of Tolerance (MOT) to offer a variety of Tools for Tolerance programs designed for all levels of law enforcement personnel.

Training topics available at MOT are: Tools for Tolerance for Law Enforcement. Tools for Tolerance for Command Staff. Racial Profiling: Issues and Impact. A First Responder's Guide for Persons with Mental and Developmental Disabilities. Hate Crimes Training. Hate Crimes Investigation.

ANALYSIS: Maximum budget expenditures are described in Attachment A – MOT – Maximum Expenditures FY 26-27. Contract History is described in Attachment B – MOT – Contract History FY 26-27. This contract is legislatively mandated in the Penal Code 13519.4. There is no increase to the budget for Fiscal Year 2026/2027.

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed Simon Wiesenthal Center, for the presentation of, the Museum of Tolerance program budget in the amount of $1,556,000.00.

ATTACHMENT(S):
Attachment A MOT Maximum Expenditures FY 26-27.pdf
Attachment B MOT Contract History FY 26-27.pdf

POST Museum of Tolerance (MOT)
Attachment A
FY 26/27

Description	Total Expenditure 26/27	Total Expenditure 25/26	Difference FY 26/27 - 25/26
Museum of Tolerance	**$1,556,000.00**	**$1,556,000.00**	**$0.00**
Grand Total	**$1,556,000.00**	**$1,556,000.00**	**$0.00**

Specific Presenter Notes:

No increase in presentation cost.

Contract Attachment Form

SUMMARY OF PROGRAM/CONTRACT:
Diversity training remains an important priority and POST continues to partner with the Simon Wiesenthal Museum of Tolerance to offer a variety of Tools for Tolerance programs designed for all levels of law enforcement personnel. Additionally, entry-level law enforcement trainees receive 16 hours of Cultural Diversity (Learning Domain 42) and 15 hours of People with Disabilities, (Learning Domain 37) training in all POST basic academies.

CONTRACTOR(S) NAME:
Simon Wiesenthal Center

PROPOSED START/END DATE:
July 1, 2026 – June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY:
$1,556,000.00

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 1 per fiscal year. Date of initial/first contract: FY 17/18 (Record retention is only 6 years)		
*If an **Amendment:***	Number of previous amendments: 1		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission	03/05/2025	03/07/2024	03/22/2023
Amount Previously Approved by Commission	$1,556,000	$1,556,000	$1,556,000
Final Contract Amount (not Commission approved amount)	$1,556,000	$1,556,000	$1,556,000
Amounts Invoiced or Expended	$0 As of 1/08/2026	$1,226,786.00 As of 1/08/2026	$1,556,000.00 As of 1/08/2026
Number of Courses Delivered, if applicable	45 as of 1/08/2026	123 as of 1/08/2026	138 as of 1/08/2026
Number of Students Attended, if applicable	1,165 as of 1/08/2026	2,135 as of 1/08/2026	2,902 as of 1/08/2026

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW:

- This contract is legislatively mandated in the Penal Code 13519.4.
- There is no increase to the budget for Fiscal Year 2026/2027.

AGENDA ITEM REPORT

Title: REPORT ON CONTRACT EXPENDITURES YEAR-TO-DATE FOR FISCAL YEAR 2025-2026

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Administrative Services Bureau	
RESEARCHED BY Cheryl Smith		**REVIEWED BY**
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/06/2026
PURPOSE		**FINANCIAL IMPACT** No

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: For Fiscal Year 2025-2026 the Commission approved contracts in the amount of $26,979,137.

BACKGROUND:

ANALYSIS: Breakdown of expenditures for Commission approved contracts as of February 4, 2026, are as follows:

Fiscal Year 2025-2026 approved contracts = $26,979137
Fiscal Year 2025-2026 executed contracts = $23,584,522
Fiscal Year 2025-2026 invoiced amount = $8,416,234

Balance = $15,168,288

RECOMMENDATION: This report is presented for information only. No action is required.

ATTACHMENT(S):
FY2025-26 Contract Expenditures.pdf

PEACE OFFICER STANDARDS AND TRAINING - POST

Fiscal Year 2025-26 Contracts Expenditures

CONTRACTS	Approved Amount FY 25-26	Executed Amount FY 25-26	Invoiced Amount FY 25-26	Remaining Balance FY 25-26
Training Program Services (TPS)				
1. Institute of Criminal Investigation (ICI)	$ 5,499,135	$ 5,307,740	$ 1,151,892	$ 4,155,848
2. Command College (CC)	$ 484,685	$ 387,586	$ 88,037	$ 299,549
3. Sherman Block Supervisory Leadership Institute (SLI)	$ 2,875,154	$ 2,875,154	$ 841,180	$ 2,033,974
4. Executive Development Course (EDC)	$ 373,930	$ 373,930	$ 32,760	$ 341,170
5. Instructor Development Institute (IDI)	$ 1,299,064	$ 1,299,064	$ 113,953	$ 1,185,111
6. Museum of Tolerance (MOT)	$ 1,556,000	$ -	$ -	$ -
7. Management Course	$ 1,854,329	$ 1,854,329	$ 227,191	$ 1,627,138
8. Quality Assessment Program (QAP)	$ 698,224	$ 698,224	$ 81,761	$ 616,463
9. Supervisory Course	$ 1,660,603	$ 1,649,958	$ 278,634	$ 1,371,324
TPS SUBTOTAL:	$ 16,301,124	$ 14,445,985	$ 2,815,408	$ 11,630,577
Basic Training Bureau (BTB)				
10. Basic Academy Emergency Vehicle Operation Course (EVOC)	$ 4,237,500	$ 4,237,500	$ 1,785,000	$ 2,452,500
BTB SUBTOTAL:	$ 4,237,500	$ 4,237,500	$ 1,785,000	$ 2,452,500
Administrative Services Bureau (ASB)				
11. State Controller's Office (SCO) Audits	$ 250,000	$ 250,000	$ 53,967	$ 196,033
ASB SUBTOTAL:	$ 250,000	$ 250,000	$ 53,967	$ 196,033
Learning Technology Resources (LTR)				
12. Development and Maintenance of Online Courses for the POST Learning Portal*	$ 500,000	$ 500,000	$ 500,000	$ -
13. Learning Portal Maintenance**	$ 2,789,854	$ 1,270,500	$ 1,163,000	$ 107,500
13. Digital Outpost***	$ 849,130	$ 849,130	$ 493,441	$ 355,689
15. CSU Long Beach (Force Option/Use of Force De-Escalation Training)	$ 651,529	$ 651,529	$ 225,540	$ 425,989
LTR SUBTOTAL:	$ 4,790,513	$ 3,271,159	$ 2,381,981	$ 889,178
Peace Officer Standards Accountability Division (POSAD)				
16. Equipment, Software, and Data Storage for Mark 43	$ 1,400,000	$ 1,379,878	$ 1,379,878	$ -
POSAD SUBTOTAL	$ 1,400,000	$ 1,379,878	$ 1,379,878	$ -
BUREAU CONTRACTS TOTAL:	$ 26,979,137	$ 23,584,522	$ 8,416,234	$ 15,168,288

**Multi-year Contract (FY Breakdown: FY 25/26 $1,394,927 and FY 26/27 $1,394,927)

*** Multi-year Contract (FY Breakdown: FY 24/25 $298,665, FY 25/26 849,130 and FY 26/27 $497,235)

AGENDA ITEM REPORT

Title: REPORT ON EXPENDITURES YEAR-TO-DATE FOR FISCAL YEAR 2025-2026

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Administrative Services Bureau	
RESEARCHED BY Cheryl Smith	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/06/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Total expenditures for Fiscal Year 2025-2026 are $ 49,375,029.

BACKGROUND:

ANALYSIS: Breakdown of expenditures as of February 4, 2026:

State Penalty Fund = $19,098,971
General Fund = $30,276,058

Total = $49,375,029

RECOMMENDATION: This report is presented for information only. No action is required.

ATTACHMENT(S):
FY2025-26 Expenditure Report.pdf
FY2025-26 SPF Expenditures.pdf
FY2025-26 GF Expenditures.pdf
FY2026-27 Proposed Budget.pdf

PEACE OFFICER STANDARDS AND TRAINING

FY 2025-26 Expenditure Report

POST FUND EXPENDITURES	BUDGET	ENCUMBRANCES /EXPENDITURES	BALANCES
State Penalty Fund: Includes $1,556,000 towards Museum of Tolerance Training	$ 46,717,000	$ 19,098,971	$ 27,618,029
General Fund:	$ 56,207,000	$ 30,276,058	$ 25,930,942
*Reimbursement Authority:	$ 1,959,000	$ -	$ 1,959,000
POST TOTAL OTHER BUDGET AUTHORITY:	$ 104,883,000	$ 49,375,029	$ 55,507,971

For more information about the POST budget, please visit the California Department of Finance website at:

https://ebudget.ca.gov/budget/p/2026-27/Department/8120

California Commission on Peace Officer Standards and Training ---------- February 4, 2026

PEACE OFFICER STANDARDS AND TRAINING

FY 2025-26 State Penalty Fund Expenditure Report

BUDGET EXPENDITURES	BUDGET	ENCUMBRANCES /EXPENDITURES	BALANCES
STATE PENALTY FUND			
Standards	$ 4,058,000	$ 1,714,325	$ 2,343,675
Training	$ 20,303,000	$ 9,209,647	$ 11,093,353
Peace Officer Training	$ 13,566,000	$ 5,088,325	$ 8,477,675
POST Administration	$ 8,790,000	$ 3,086,674	$ 5,703,326
POST TOTAL OTHER BUDGET AUTHORITY:	$ 46,717,000	$ 19,098,971	$ 27,618,029

For more information about the POST budget, please visit the California Department of Finance website at:

https://ebudget.ca.gov/budget/p/2026-27/Department/8120

California Commission on Peace Officer Standards and Training ---------- February 4, 2026

PEACE OFFICER STANDARDS AND TRAINING

FY 2025-26 General Fund Expenditure Report

BUDGET EXPENDITURES	BUDGET	ENCUMBRANCES /EXPENDITURES	BALANCES
GENERAL FUND			
Standards	$ 14,579,000	$ 5,745,235	$ 8,833,765
Training	$ 8,450,000	$ 4,822,634	$ 3,627,366
Peace Officer Training	$ 20,000,000	$ 12,856,258	$ 7,143,742
POST Administration	$ 13,178,000	$ 6,851,931	$ 6,326,069
POST TOTAL OTHER BUDGET AUTHORITY:	$ 56,207,000	$ 30,276,058	$ 25,930,942

For more information about the POST budget, please visit the California Department of Finance website at:

https://ebudget.ca.gov/budget/p/2026-27/Department/8120

8120 Commission on Peace Officer Standards and Training

The mission of the Commission on Peace Officer Standards and Training (POST) is to continually enhance the professionalism of California law enforcement in serving its communities.

Recognizing that effective law enforcement is the cornerstone of a free and safe society, POST is committed to a vision of the future that ensures quality, integrity, accountability, and cooperation; encourages new ideas; explores and uses appropriate technologies; and delivers relevant, client-based programs and services.

3-YEAR EXPENDITURES AND POSITIONS

		Positions			Expenditures		
		2024-25	2025-26	2026-27	2024-25*	2025-26*	2026-27*
6500	Standards	105.2	122.5	122.5	$11,682	$18,000	$17,368
6505	Training	41.8	44.3	44.3	21,803	29,809	28,037
6510	Peace Officer Training	-	-	-	26,941	33,428	33,428
6515	POST Administration	71.3	90.4	90.4	18,826	21,614	17,291
TOTALS, POSITIONS AND EXPENDITURES (All Programs)		**218.3**	**257.2**	**257.2**	**$79,252**	**$102,851**	**$96,124**

FUNDING		2024-25*	2025-26*	2026-27*
0001	General Fund	$44,423	$56,553	$52,030
0903	State Penalty Fund	34,829	44,339	42,135
0995	Reimbursements	-	1,959	1,959
TOTALS, EXPENDITURES, ALL FUNDS		**$79,252**	**$102,851**	**$96,124**

LEGAL CITATIONS AND AUTHORITY

PROGRAM AUTHORITY

6500-Standards:
Penal Code sections 13503, 13512, 13513, and 13551.

6505-Training:
Penal Code sections 13503 and 13508.

6510-Peace Officer Training:
Penal Code sections 13500 to 13526.3 and Health and Safety Code section 11489.

DETAILED BUDGET ADJUSTMENTS

	2025-26*			2026-27*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
Workload Budget Adjustments			**-**			**-**
Other Workload Budget Adjustments			**-**			**-**
• Section 4.12 Vacancy Savings and Position Elimination Adjustment	$-	$-1,449	-6.0	$-	$-1,449	-6.0
• Section 4.05 Government Efficiencies Reductions	-	-2,711	-	-	-2,711	-
• Other Post-Employment Benefit Adjustments	-483	-356	-	-501	-374	-
• Benefit Adjustments	84	18	-	816	-612	-
• Retirement Rate Adjustments	780	572	-	780	572	-
• Salary Adjustments	-35	-8	-	8	-8	-
• Miscellaneous Baseline Adjustments	-	1,556	0.2	-	-	0.2
Totals, Other Workload Budget Adjustments	**$346**	**$-2,378**	**-5.8**	**$1,103**	**$-4,582**	**-5.8**
Totals, Workload Budget Adjustments	**$346**	**$-2,378**	**-5.8**	**$1,103**	**$-4,582**	**-5.8**
Totals, Budget Adjustments	**$346**	**$-2,378**	**-5.8**	**$1,103**	**$-4,582**	**-5.8**

PROGRAM DESCRIPTIONS

*** Dollars in thousands, except in Salary Range. Numbers may not add or match to other statements due to rounding of budget details.**

8120 Commission on Peace Officer Standards and Training - Continued

6500 - STANDARDS

The Standards Program establishes job-related selection and training standards for peace officers and dispatchers. It also provides management consultation to local law enforcement agencies. Activities include development of examinations and counseling local law enforcement agencies on ways to improve management practices.

The Standards Program conducts applied research in the areas of peace officer selection and training, operational procedures, and program evaluation to meet statutory requirements and to provide management guidance to local law enforcement agencies. It facilitates the development and implementation of new programs for local agencies by serving as a clearinghouse of successful program information. The Standards Program also conducts peace officer feasibility studies.

6505 - TRAINING

The Training Program increases the competency of law enforcement personnel by developing and certifying courses that meet identified training needs. This activity requires scheduling and quality control of such courses and assisting law enforcement agencies in presenting necessary training and career development programs to their officers. The Commission assesses training on a continuing basis to make sure evolving training needs are met. The curricula cover a wide variety of topics necessary to satisfy statutory and regulatory mandates, maintain competence in police work, and address the training needs of law enforcement agency personnel. Curricula content is updated regularly. The Training Program also presents advanced training for law enforcement supervisors and executives through its Command College and the Supervisory Leadership Institute, and for trainers through the Instructor Development Institute. Other specialty programs include the Institute of Criminal Investigation.

Job-related selection and training standards for peace officers and dispatchers, established by the Standards Program, are enforced through inspections of local agencies receiving state aid to confirm they are adhering to minimum state standards.

6510 - PEACE OFFICER TRAINING

The Peace Officer Training Program provides financial assistance to participating jurisdictions for instructional costs associated with selected training courses. Funding is also provided for the cost of student travel and per diem expenses associated with training presentations to enable line officers to receive in-service training in areas of critical need. To encourage and assist local law enforcement agencies to meet and maintain minimum standards in the selection and training of law enforcement officers, the Commission provides financial assistance to all 58 counties, approximately 346 cities, and numerous specialized districts and local agencies that have agreed to meet the Commission's standards.

6515 - POST ADMINISTRATION

The objective of the Commission on Peace Officer Standards and Training is to be the leading organization in establishing professional standards, assuring top-quality training, and providing effective services to develop and support California law enforcement personnel. POST consists of multiple bureaus to ensure uniform standards and compliance are applied to over 600 law enforcement agencies and 41 basic training academies statewide.

DETAILED EXPENDITURES BY PROGRAM

		2024-25*	2025-26*	2026-27*
	PROGRAM REQUIREMENTS			
6500	**STANDARDS**			
	State Operations:			
0001	General Fund	$9,116	$14,680	$14,261
0903	State Penalty Fund	2,566	3,320	3,107
	Totals, State Operations	**$11,682**	**$18,000**	**$17,368**
	PROGRAM REQUIREMENTS			
6505	**TRAINING**			
	State Operations:			
0001	General Fund	$8,496	$8,477	$8,476
0903	State Penalty Fund	13,307	19,373	17,602
0995	Reimbursements	-	1,959	1,959
	Totals, State Operations	**$21,803**	**$29,809**	**$28,037**
	PROGRAM REQUIREMENTS			
6510	**PEACE OFFICER TRAINING**			

*** Dollars in thousands, except in Salary Range. Numbers may not add or match to other statements due to rounding of budget details.**

8120 Commission on Peace Officer Standards and Training - Continued

		2024-25*	2025-26*	2026-27*
	Local Assistance:			
0001	General Fund	$13,975	$20,000	$20,000
0903	State Penalty Fund	12,966	13,428	13,428
	Totals, Local Assistance	**$26,941**	**$33,428**	**$33,428**
	PROGRAM REQUIREMENTS			
6515	**POST ADMINISTRATION**			
	State Operations:			
0001	General Fund	$12,836	$13,396	$9,293
0903	State Penalty Fund	5,990	8,218	7,998
	Totals, State Operations	**$18,826**	**$21,614**	**$17,291**
	TOTALS, EXPENDITURES			
	State Operations	52,311	69,423	62,696
	Local Assistance	26,941	33,428	33,428
	Totals, Expenditures	**$79,252**	**$102,851**	**$96,124**

EXPENDITURES BY CATEGORY

1 State Operations	Positions			Expenditures		
	2024-25	2025-26	2026-27	2024-25*	2025-26*	2026-27*
PERSONAL SERVICES						
Baseline Positions	263.0	263.0	263.0	$26,778	$27,358	$27,358
Other Adjustments	-44.7	-5.8	-5.8	-3,913	-423	-380
Net Totals, Salaries and Wages	**218.3**	**257.2**	**257.2**	**$22,865**	**$26,935**	**$26,978**
Staff Benefits	-	-	-	8,228	12,070	12,136
Totals, Personal Services	**218.3**	**257.2**	**257.2**	**$31,093**	**$39,005**	**$39,114**
OPERATING EXPENSES AND EQUIPMENT				$8,215	$15,249	$8,413
SPECIAL ITEMS OF EXPENSES				13,003	15,169	15,169
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				**$52,311**	**$69,423**	**$62,696**

2 Local Assistance	Expenditures		
	2024-25*	2025-26*	2026-27*
Grants and Subventions - Governmental	$26,941	$33,428	$33,428
TOTALS, EXPENDITURES, ALL FUNDS (Local Assistance)	**$26,941**	**$33,428**	**$33,428**

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS

1 STATE OPERATIONS	2024-25*	2025-26*	2026-27*
0001 General Fund			
APPROPRIATIONS			
002 Budget Act appropriation	$27,644	$36,207	$32,030
Allocation for Employee Compensation	-	-35	-
Allocation for Other Post-Employment Benefits	-	-483	-
Allocation for Staff Benefits	-	84	-
Section 3.60 Pension Contribution Adjustment	-	780	-
Prior Year Balances Available:			
Item 8120-002-0001 Budget Act of 2022	2,804	-	-
Totals Available	**$30,448**	**$36,553**	**$32,030**
TOTALS, EXPENDITURES	**$30,448**	**$36,553**	**$32,030**

*** Dollars in thousands, except in Salary Range. Numbers may not add or match to other statements due to rounding of budget details.**

8120 Commission on Peace Officer Standards and Training - Continued

1 STATE OPERATIONS	2024-25*	2025-26*	2026-27*
0903 State Penalty Fund			
APPROPRIATIONS			
001 Budget Act appropriation	$15,803	$20,734	$18,725
Allocation for Employee Compensation	-	-8	-
Allocation for Other Post-Employment Benefits	-	-356	-
Allocation for Staff Benefits	-	18	-
Section 3.60 Pension Contribution Adjustment	-	572	-
Section 4.05 Government Efficiencies Reductions	-	-138	-
Section 4.12 Vacancy Savings and Position Elimination Adjustment	-	-1,449	-
002 Budget Act appropriation	6,060	12,555	9,982
Museum of Tolerance Reappropriation (SB 105)	-	1,556	-
Section 4.05 Government Efficiencies Reductions	-	-2,573	-
Totals Available	**$21,863**	**$30,911**	**$28,707**
TOTALS, EXPENDITURES	**$21,863**	**$30,911**	**$28,707**
0995 Reimbursements			
APPROPRIATIONS			
Reimbursements	-	$1,959	$1,959
TOTALS, EXPENDITURES	**-**	**$1,959**	**$1,959**
Total Expenditures, All Funds, (State Operations)	**$52,311**	**$69,423**	**$62,696**

2 LOCAL ASSISTANCE	2024-25*	2025-26*	2026-27*
0001 General Fund			
APPROPRIATIONS			
102 Budget Act appropriation	$13,975	$20,000	$20,000
Totals Available	**$13,975**	**$20,000**	**$20,000**
TOTALS, EXPENDITURES	**$13,975**	**$20,000**	**$20,000**
0903 State Penalty Fund			
APPROPRIATIONS			
102 Budget Act appropriation	$12,966	$13,428	$13,428
Totals Available	**$12,966**	**$13,428**	**$13,428**
TOTALS, EXPENDITURES	**$12,966**	**$13,428**	**$13,428**
Total Expenditures, All Funds, (Local Assistance)	**$26,941**	**$33,428**	**$33,428**
TOTALS, EXPENDITURES, ALL FUNDS (State Operations and Local Assistance)	**$79,252**	**$102,851**	**$96,124**

CHANGES IN AUTHORIZED POSITIONS

	Positions			Expenditures		
	2024-25	2025-26	2026-27	2024-25*	2025-26*	2026-27*
Baseline Positions	263.0	263.0	263.0	$26,778	$27,358	$27,358
Salary and Other Adjustments	-44.7	-5.8	-5.8	-3,913	-423	-380
Totals, Adjustments	**-44.7**	**-5.8**	**-5.8**	**$-3,913**	**$-423**	**$-380**
TOTALS, SALARIES AND WAGES	**218.3**	**257.2**	**257.2**	**$22,865**	**$26,935**	**$26,978**

*** Dollars in thousands, except in Salary Range. Numbers may not add or match to other statements due to rounding of budget details.**

AGENDA ITEM REPORT

Title: REPORT ON CONTRACTS REQUIRING APPROVAL BY THE COMMISSION FOR FISCAL YEAR 2026-2027

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Administrative Services Bureau	
RESEARCHED BY Cheryl Smith		**REVIEWED BY**
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/06/2026
PURPOSE		**FINANCIAL IMPACT** Yes

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Contracts requiring Commission approval for Fiscal Year 26/27.

BACKGROUND: Each year the Commission approves contracts in the amount of $250,000 and over. Details for each program/contract can be found in the Commission agenda.

ANALYSIS: The following is a list of contracts/programs needing Commission approval for FY 26/27.

Institute of Criminal Investigation (ICI) **$5,427,792**

Command College (CC) **$553,531**

Sherman Block Supervisory Leadership Institute (SLI) **$2,875,152**

Executive Development Course (EDC) **$373,930**

Instructor Development Course (IDI) **$657,624**

Museum of Tolerance (MOT) **$1,556,000**

Management Course **$1,865,934**

Quality Assessment Program (QAP) **$698,135**

CSU Long Beach Training - Use of Force/De-escalation

$651,538

Supervisory Course **$1,644,143**

Basic Academy Emergency Vehicle Operation Course (EVOC) **$4,822,500**

State Controller's Office (SCO) Audits **$250,000**

Equipment, Software, and Data Storage for Mark 43 **$2,000,000**

Total **$23,376,279**

RECOMMENDATION: This report is presented for information only. No action is required.

ATTACHMENT(S):
Proposed 26-27 Contracts.pdf

PEACE OFFICER STANDARDS AND TRAINING - POST

Proposed Fiscal Year 2026-27 Contracts Requiring Approval by the Commission

CONTRACTS	Amount Approved FY 25-26	Proposed Amount FY 26-27
Basic Training Bureau (BTB)		
Basic Academy Emergency Vehicle Operation Course (EVOC)	$ 4,237,500	$ 4,822,500
BTB SUBTOTAL:	$ 4,237,500	$ 4,822,500
Training Program Services (TPS)		
Supervisory Course	$ 1,881,813	$ 1,644,143
Management Course	$ 1,856,723	$ 1,865,934
Sherman Block Supervisory Leadership Institute (SLI)	$ 2,875,694	$ 2,875,152
Command College (CC)	$ 484,684	$ 553,531
Institute of Criminal Investigation (ICI)	$ 5,658,894	$ 5,427,792
Instructor Development Institute (IDI)	$ 698,444	$ 657,624
Executive Development Course (EDC)	$ 374,706	$ 373,930
Museum of Tolerance (MOT)	$ 1,556,000	$ 1,556,000
Quality Assessment Program (QAP)	$ 698,358	$ 698,135
CSU Long Beach (Force Option/Use of Force De-Escalation Training)	$ 651,529	$ 651,538
TPS SUBTOTAL:	$ 16,736,845	$ 16,303,779
Peace Officer Standards Accountability Division (POSAD)		
Equipment, Software, and Data Storage for Mark 43	$ 1,400,000	$ 2,000,000
POSAD SUBTOTAL	$ 1,400,000	$ 2,000,000
Administrative Services Bureau (ASB)		
State Controller's Office (SCO) Audits	$ 250,000	$ 250,000
ASB SUBTOTAL:	$ 250,000	$ 250,000
BUREAU CONTRACTS TOTAL:	$ 22,624,345	$ 23,376,279

Friday, February 6, 2026

AGENDA ITEM REPORT

Title:

REPORT ON REQUEST TO RENEW THE CONTRACT FOR BASIC ACADEMY EMERGENCY VEHICLE OPERATION COURSE (EVOC) DRIVER TRAINING

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Basic Training Bureau	
RESEARCHED BY Jennifer Hardesty	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/02/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

Should the Commission authorize the Executive Director to enter into contracts with POST-certified presenters of the Basic Academy Emergency Vehicle Operation Course (EVOC) during fiscal year 26/27 in the amount not to exceed $4,822,500.00?

BACKGROUND:

For many years the Commission has contracted with various presenters to deliver high-cost training in the Basic Academy Emergency Vehicle Operations Course (EVOC) at a per student cost established in the contracts. During fiscal year 25/26, this course was contracted with twenty (20) presenters throughout the state for training. For fiscal year 26/27, we are requesting to contract with the same twenty (20) presenters throughout the state.

Over the years the number of affiliated students who are eligible for POST reimbursement has increased (Attachment A) and while the Commission has increased funding for some presenters and decreased funding for others, these changes have always stayed within the total contracted amount. In years past this has been sufficient, however, with the increase in the number of affiliated students, some presenters are close to expending their contracted amounts six months into the fiscal year with students still to train; therefore, requiring the presenter to charge the agency for those students.

ANALYSIS:

With the increase in affiliated students that require training, staff are proposing an increase to seven contract agreements. In the 25/26 fiscal year, there have been three presenters who have significantly increased their maximum enrollment for each presentation to better serve the agencies in their regions who are hiring peace officers. Additionally, in the 26/27 fiscal year a new academy will be certified to offer two presentations per fiscal year, and this academy will be utilizing an existing EVOC presenter for the training. The increase in affiliated students has an impact on those who are providing the EVOC training and could put responsibility for the cost of that training on the sponsoring agency. The overall contracted amount proposed for fiscal year 26/27 will not exceed $4,822,500.00. Contract agreements are proposed for the following basic academy presenters (Attachment B):

- Alameda County Sheriff's Office
- Allan Hancock College
- Bakersfield Police Department
- Butte-Glenn Community College District
- College of the Redwoods
- College of the Siskiyous
- Contra Costa County Sheriff's Office
- Fresno County Sheriff's Office
- Oakland Police Department
- Sacramento County Sheriff's Office
- Sacramento Police Department
- San Bernardino County Sheriff's Department
- San Diego County Sheriff's Office
- San Joaquin Delta College
- Santa Clara County Sheriff's Office
- Santa Rosa Junior College
- South Bay Regional Training Center
- Stanislaus County Sheriff's Office
- State Center Regional Training Facility
- Tulare-Kings Law Enforcement Public Safety Training Department

This item supports POST Strategic Plan Goal #4: Enhance law enforcement's ability to serve their communities.

RECOMMENDATION:

If the Commission concurs, the appropriate action would be a **MOTION** to authorize the Executive Director to enter into

contracts for the EVOC program in an amount not to exceed $4,822,500.00.

ATTACHMENT(S):

Commission_Authority_Request_Contract_Attachment_Form_26-27.pdf
Attachment_A_Basic_Course_Statistics.pdf
Attachment_B_EVOC_Contracts_FY26-27.pdf

Commission Authority Request
Contract Attachment Form

(Expand Sections as Necessary)

SUMMARY OF PROGRAM/CONTRACT: Basic Academy Driver Training Course

CONTRACTOR(S) NAME: Multiple Basic Course Presenters

PROPOSED START/END DATE: July 1, 2026, through June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY: $4,822,500.00

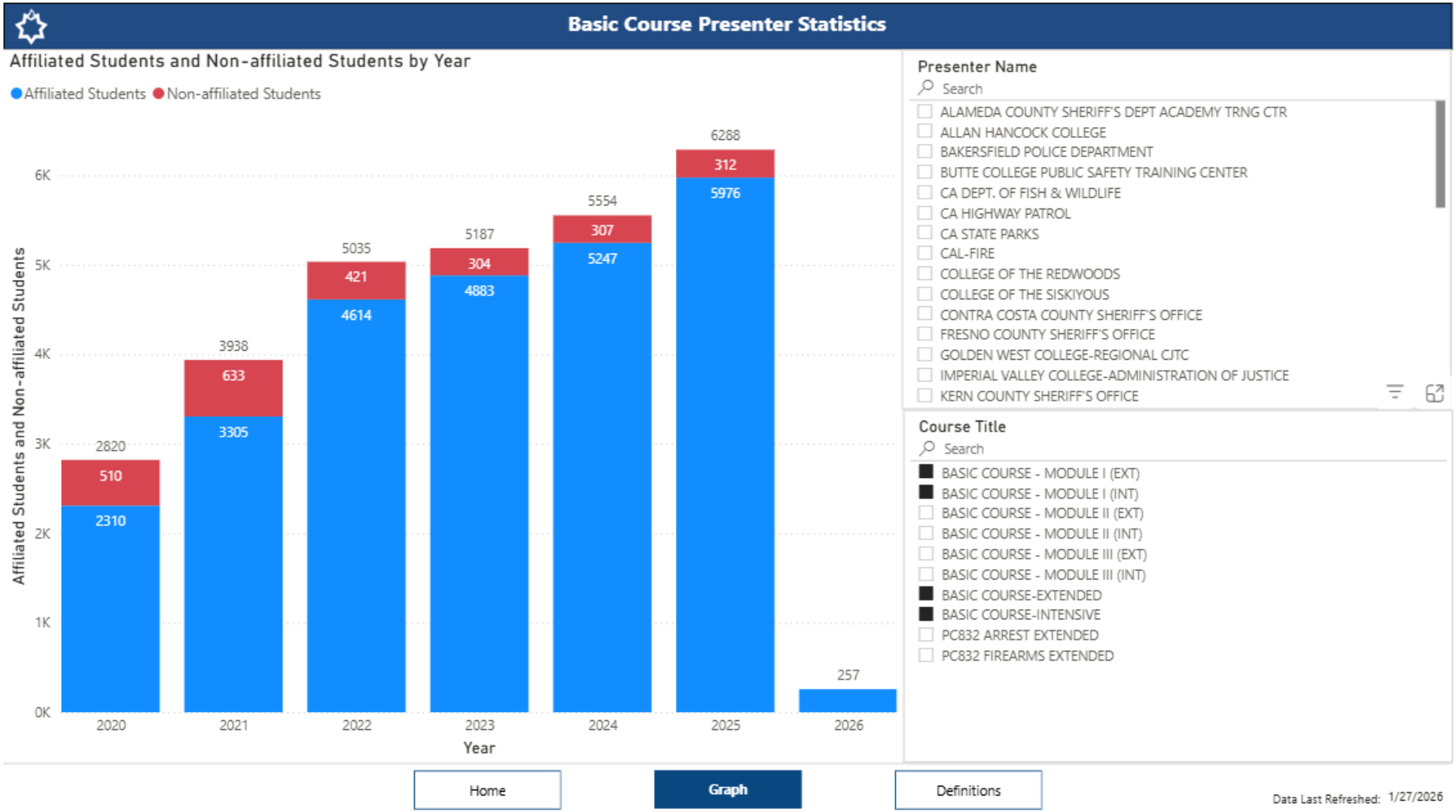
REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: Date of initial/first contract:		
*If an **Amendment:***	Number of previous amendments:		
	Current Fiscal Year (YTD)	**Previous Fiscal Year**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24
Date Previously Approved by Commission			
Amount Previously Approved by Commission	$4,237,500.00 (2825 students)	$4,237,500.00 (2825 students)	$4,237,500.00 (2825 students)
Final Contract Amount (not Commission approved amount)	$4,237,500.00 (2825 students)	$4,042,500.00 (2695 students)	$4,237,500.00 (2825 students)
Amounts Invoiced or Expended	$1,750,500.00	$3,385,500.00	$3,714,000.00
Number of Courses Delivered, if applicable			
Number of Students Attended, if applicable	1167	2257	2476

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW:

For the 23/24 FY, six presenters completely expended their contract amounts, and most others left $50,000.00 or less on their contract. For the 24/25 FY, the difference in Commission approved amounts and Final Contract amounts is due to two contracts that were unencumbered as they were not needed for that fiscal year. Additionally, six presenters completely expended their contract amounts, and three presenters have yet to invoice. The 25/26 FY is on track to expend most contracted monies.

ATTACHMENT A



ATTACHMENT B

Contracts FY 2026/2027			
Driver Training (EVOC)			
Proposed Contract Amount Totals			
	Maximum Number of Students Per Contract	**Amount Paid Per Student**	**Maximum Amount FY26/27**
Alameda County Sheriff's Office	345	$1,500.00	**$517,500.00**
Allan Hancock College	420	$1,500.00	**$630,000.00**
Bakersfield Police Department	60	$1,500.00	**$90,000.00**
Butte College	130	$1,500.00	**$195,000.00**
College of the Redwoods	25	$1,500.00	**$37,500.00**
College of the Siskiyous	30	$1500.00	**$45,000.00**
Contra Costa County Sheriff's Office	175	$1,500.00	**$262,500.00**
Fresno County Sheriff's Office	30	$1,500.00	**$45,000.00**
Oakland Police Department	40	$1,500.00	**$60,000.00**
Sacramento County Sheriff's Office	55	$1,500.00	**$82,500.00**
Sacramento Police Department	45	$1,500.00	**$67,500.00**
San Bernardino County Sheriff's Dept	720	$1,500.00	**$1,080,000.00**
San Diego County Sheriff's Office	360	$1,500.00	**$540,000.00**
San Joaquin Delta College	70	$1,500.00	**$105,000.00**
Santa Clara County Sheriff's Office	110	$1,500.00	**$165,000.00**
Santa Rosa Junior College	100	$1,500.00	**$150,000.00**

ATTACHMENT B

	Maximum Number of Students Per Contract	Amount Paid Per Student	Maximum Amount FY26/27
South Bay Regional Training Ctr	235	$1,500.00	**$352,500.00**
Stanislaus County Sheriff's Dept	85	$1,500.00	**$127,500.00**
State Center Fresno	120	$1,500.00	**$180,000.00**
Tulare Kings College	60	$1,500.00	**$90,000.00**
TOTALS	**3215**	$1,500.00	**$4,822,500.00**

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO RENEW THE CONTRACT WITH THE STATE CONTROLLER'S OFFICE (SCO)

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Administrative Services Bureau	
RESEARCHED BY Dominic Hummel	**REVIEWED BY** Cheryl Smith	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/02/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission authorize the Executive Director to enter into an inter-agency agreement with the State Controller's Office (SCO) during Fiscal Year 26/27 in an amount not to exceed $250,000 to audit law enforcement agency and presenter reimbursement claims?

BACKGROUND: In accordance with Commission Regulation 1015(j) Reimbursements for Training, POST has annually negotiated an inter-agency agreement with the State Controller's Office (SCO) to conduct up to twelve (12) audits per contracted year of selected local agencies and presenters that receive POST reimbursement funds. Records are to be retained by agencies and presenters for up to three (3) years for auditing purposes. The purpose of these audits are to verify that state reimbursement funding is properly disseminated to law enforcement agencies and presenters.

ANALYSIS: POST has historically contracted with the State Controller's Office (SCO) to randomly audit the training reimbursement claims made by local agencies, including presenters. These audits ensure compliance with Penal Code section 13523 and Commission Regulation regarding the proper utilization of POST monies. The estimated contract cost is reflected in Attachment A. The estimate is bifurcated to reflect costs for the actual audits, in addition to costs associated with administrative costs. Actual costs include review of reimbursements, review of funds paid to presenters by agencies, travel and report writing of audit findings. Administrative tasks include

managing auditors, reviewing reports, overseeing contract and invoice billing, and following up on corrective action plans based on audit findings if reimbursement is owed to POST. This project is supported by POST Strategic Plan Objective B.4: The efficiency of operations and business is increased.

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed inter-agency agreement with the State Controller's Office (SCO) to audit law enforcement agency and presenter reimbursement claims in the amount not to exceed $250,000.

ATTACHMENT(S):

SCO_Commission_Contract_Attachment_Jan_2026.pdf

Attachment_A_SCOaudits2026-27.pdf

Commission Authority Request
Contract Attachment Form

(Expand Sections as Necessary)

CONTRACTOR NAME: State Controller's Office

PROPOSED START/END DATE: July 1, 2026 to June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY: $250,000.00

SCOPE OF WORK: In accordance with Commission Regulation 1010(a)(3) Inspection of Records, POST annually negotiates an inter-agency agreement with the State Controller's Office (SCO) to conduct up to twelve (12) audits per Fiscal Year of selected local agencies and presenters that receive POST reimbursement funds.

DELIVERABLES: The purpose of these audits is to verify state reimbursement funding is properly disseminated to law enforcement agencies and presenters.

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: Twenty (20) Date of initial/first contract: FY 2006/2007		
*If an **Amendment:***	Number of previous amendments: NA		
	Current Fiscal Year	**Previous Fiscal Year**	**Previous Fiscal Year + 1**
	FY 25 / 26	FY 24 / 25	FY 23 / 24
Date Previously Approved by Commission	March 5, 2025	March 7, 2024	June 2, 2023
Amount Previously Approved by Commission	$250,000.00	$250,000.00	$250,000.00
Final Contract Amount (not Commission approved amount)	$250,000.00	$249,998.00	$249,973.00
Amounts Invoiced or Expended	$53,967.00	$244,802.00	$245,552.00
Number of Courses Completed, if applicable	NA	NA	NA
Number of Students Attended, if applicable	NA	NA	NA

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW:

The reimbursement data for the agencies being audited for the current fiscal year (FY 25/26) was provided to the State Controller's Office in September 2025. Audits are in the initial stages now.

SCO Audits
POST Program
2026-27 Estimated Yearly Workload for 12 Audits

Cost Per Audit	Estimated Hours Per Audit	Anticipated Hourly Rate	Estimated Costs
Auditor	120	$140.46	$ 16,855
Manager	8	$160.00	$ 1,280
Bureau Chief	2	$178.00	$ 356
Travel			$ 1,000
Total Costs Per Audit			$ 19,491
Number of Audits			12
Total Audit Costs			$ 233,892

Administrative Costs	Estimated Hours	Anticipated Hourly Rate	Estimated Costs
Auditor	24	$140.46	$ 3,371
Manager	16	$160.00	$ 2,560
Bureau Chief	14	$178.00	$ 2,492
Corrective Action Plans	36	$130.00	$ 4,680
Total Administrative Costs			$ 13,103
Total Audit and Administrative Costs			$ 246,995

AGENDA ITEM REPORT

Title: REPORT ON REQUEST TO CONTRACT WITH MARK43 FOR MAINTENANCE AGREEMENT

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY Jason Morlock	**REVIEWED BY** Annemarie Del Mugnaio	
REPORT DATE 02/05/2025	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/16/2026
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

Should the Commission authorize the Executive Director to enter into a contract with Mark43 to provide a maintenance and licensing agreement for Fiscal Year 26/27 in an amount not to exceed $2,000,000.00?

BACKGROUND:

Scope of Work:

- The Contractor shall provide licensing and renewal support services for the Mark43 platform functionality.
- The Commission on POST agrees to pay Contractor an amount not to exceed $2,000,000.00 for the services listed herein during the Agreement term, July 1, 2026 - June 30, 2027.
- Contract may be amended for time, funds, or scope, by mutual consent of the parties.
- The Commission on POST reserves the right to cancel this agreement subject to thirty (30) days written notice to Contractor.

ANALYSIS:

POST was funded $2M through the Senate Bill (SB) 2, (2021), Budget Change Proposal (BCP) to purchase the initial Mark43 software and records management system which houses the serious misconduct cases submitted to the Peace Officer Standards Accountability Division (POSAD). The Commission approved the initial purchase request at its March 2, 2022 meeting. The contract before the Commission is the maintenance and software agreement to support the ongoing use of the Mark43 system by POST and the reporting law enforcement agencies. The amount requested exceeds the

allocated funding in the SB 2 BCP ($900,000.00) for ongoing maintenance and licensing of the case management software.

RECOMMENDATION: If the Commission concurs, the appropriate action would be a **MOTION** to authorize the Executive Director to enter into contracts for the Mark43 maintenance agreement in an amount not to exceed $2,000,000.

ATTACHMENT(S):

Mark43 Commission Authority Request Contract Attachment Form.pdf

Commission Authority Request
Contract Attachment Form

SUMMARY OF PROGRAM/CONTRACT:

California Penal Code § 13509.5 created the Peace Officer Standards Accountability Division (POSAD) with the primary responsibility to review investigations conducted by law enforcement agencies and to conduct additional investigations, as necessary, into allegations of serious misconduct by peace officers. To meet this mandate, POST submitted a Budget Change Proposal in 2022-23 that provided POST one-time authority for $2M to purchase a case management system. The ongoing appropriation of $900,000 was allocated for the maintenance of the software and data. POST contracted with Mark43, Inc. to provide POSAD with the Mark43 records management system (RMS) software-as-a-service (SaaS) and purchased the software May 4, 2022.

The contract request before the Commission is a maintenance and software licensing agreement to continue the use of the platform by POST and the law enforcement agencies responsible for reporting cases to POSAD.

CONTRACTOR(S) NAME: TBD / Mark43

PROPOSED START/END DATE: July 1, 2026, to June 30, 2027

REQUESTED MAXIMUM CONTRACT AUTHORITY: $2,000,000

REQUIRED DATA IF CONTRACT IS RE-OCCURRING OR AN AMENDMENT:

*If **Re-Occurring:***	Number of previous contracts: 4 Date of initial/first contract: 03/02/2022			
*If an **Amendment:***	Number of previous amendments: 0			
	Current Fiscal Year - 4	**Previous Fiscal Year - 3**	**Previous Fiscal Year - 2**	**Previous Fiscal Year - 1**
	FY 25/26	FY 24/25	FY 23/24	FY 22/23
Date Previously Approved by Commission	03/05/25	03/07/24	03/22/23	05/04/22
Amount Previously Approved by Commission	$1,800,000	$1,800,000	$1,800,000	$2,000,000
Final Contract Amount (not Commission approved amount)	$1,402,721.09	$1,335,918.90	$1,558,470.13	$1,858,995.90
Amounts Invoiced or Expended	$1,402,721.09	$1,335,918.90	$1,558,470.13	$1,858,995.90
Number of Courses Delivered, if applicable	N/A	N/A	N/A	N/A
Number of Students Attended, if applicable	N/A	N/A	N/A	N/A

ADDITIONAL INFORMATION THE COMMISSION SHOULD KNOW:

The amount requested exceeds the allocated funding in the SB 2 BCP ($900,000.00) for ongoing maintenance and licensing of the case management software. The contract term will run from July 2026 to June 2027.

AGENDA ITEM REPORT

Title: REPORT ON PROPOSED CHANGES TO COMMISSION REGULATION 1015 - REIMBURSEMENTS FOR TRAINING
** **
** **

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Administrative Services Bureau	
RESEARCHED BY Cheryl Smith and Jennifer Hardesty	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/06/2025
PURPOSE	**FINANCIAL IMPACT** Yes	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission approve, subject to the Notice of Proposed Regulatory Action process, the proposed changes to Commission Regulation 1015, Reimbursements for Training which includes updates to reimbursement rates and reimbursements for training presentation costs (Plans V, VI, and VII)?

BACKGROUND: The reimbursement rates for training have not been updated since 2006. These amendments (**Attachment A**) will update the rates to closely match the rates as set forth by the U.S. General Services Administration (GSA) and CalHR.

In addition, Commission Regulation does not currently require presenters to deduct tuition for individuals attending the course who are not eligible for reimbursement nor does it require each presentation of the course to include a designated number of attendees be with POST-participating agencies. As a result, there are times the number of individuals who are ineligible for reimbursement outnumber those who are eligible and, in most cases, POST is paying the full cost of the course minus minimal supplies and materials costs. To address this, staff have added language (**Attachment B**) requiring presenters not only get prior authorization if a course presentation has less than 80% of the maximum enrollment with POST-participating students but also requires presenters to deduct a calculated

tuition from the total presentation costs prior to submitting for reimbursement.

ANALYSIS:

Reimbursement rates have not been updated in Commission Regulation 1015 since 2006. These amendments will update travel and subsistence rates to closely match the rates as set forth by the U.S. General Services Administration (GSA) and CalHR. Each rate is calculated by the appropriate county/cities lodging reimbursement rate per night to include meal and incidental rates (breakfast, lunch, dinner, and incidentals). The appropriate lodging plus $68.00, totals each updated reimbursement rate.

Updating the reimbursement training costs for Plans V, VI, and VII, will ensure both POST and attendees who are ineligible for reimbursement share the cost of course presentation. This will ensure POST monies are utilized for training individuals with POST-participating agencies.

RECOMMENDATION:

If the Commission concurs, the appropriate action would be a **MOTION** to approve the proposed changes as described in the staff report.

ATTACHMENT(S):

Attachment A Proposed Changes to Regulation 1015.pdf
Attachment_B_TPRA_1015.pdf

11 CCR § 1015

§ 1015. Reimbursements for Training.

[(a) Proportionate Reimbursement. - (d) Reimbursement Rates.***remains unchanged]

(1) Maximum reimbursement rates.

(A) The maximum amounts reimbursed for approved expense categories are approved by the Commission.

The maximum amounts reimbursed for approved expense categories are the following:

Expense	**Reimbursement Rate**
Back-Fill Reimbursement	100% actual salary cost at overtime rate: time and one-half
Basic Course Subsistence	$75.00 per day
Commuter Lunch	$~~8~~19.00 per day
~~Subsistence allowance – by location where expense occurred~~	
•~~All counties not show below~~	~~$128.00 per day~~
•~~Alameda County~~	~~$189.00 per day~~
•~~Los Angeles County~~	~~$156.00 per day~~
•~~San Diego County~~	~~$156.00 per day~~
•~~San Francisco County~~	~~$189.00 per day~~
•~~San Mateo County~~	~~$189.00 per day~~
•~~Santa Clara County~~	~~$189.00 per day~~
Travel	Go to http://www.calhr.ca.gov/employees/Pages/travel-personal-vehicle.aspx for current mileage rate
Tuition	100%

Subsistence allowance - by location where expense occurred	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep
Applies for all locations without specified rates	$178	$178	$178	$178	$178	$178	$178	$178	$178	$178	$178	$178

Contra Costa	$215	$215	$215	$215	$215	$215	$215	$215	$215	$215	$215	$215
Kern	$200	$200	$200	$200	$200	$200	$200	$200	$200	$200	$200	$200
San Bernardino	$192	$192	$192	$192	$192	$192	$192	$192	$192	$192	$192	$192
Inyo / NAWS China Lake	$210	$210	$210	$210	$210	$210	$210	$210	$210	$210	$210	$210
Humboldt	$193	$193	$193	$193	$193	$193	$193	$193	$240	$240	$240	$193
Fresno	$197	$197	$197	$197	$197	$197	$197	$197	$197	$197	$197	$197
Los Angeles / Orange / Ventura / Edwards AFB less the city of Santa Monica	$259	$259	$259	$259	$259	$259	$259	$259	$259	$259	$259	$259
Mono	$207	$207	$263	$263	$263	$263	$207	$207	$207	$207	$207	$207
Marin	$221	$221	$221	$221	$221	$221	$221	$221	$243	$243	$243	$243
Monterey	$259	$259	$259	$259	$267	$267	$267	$267	$267	$347	$347	$259
Napa	$314	$314	$240	$240	$314	$314	$314	$314	$314	$314	$314	$314
Madera	$203	$203	$203	$203	$203	$203	$203	$203	$203	$203	$203	$203
Alameda	$213	$213	$213	$213	$213	$213	$213	$213	$213	$213	$213	$213

Riverside	$254	$254	$254	$254	$254	$254	$254	$209	$209	$209	$209	$209
Mendocino	$197	$197	$197	$197	$197	$197	$197	$197	$197	$197	$197	$197
Sacramento	$218	$218	$218	$218	$218	$218	$218	$218	$218	$218	$218	$218
San Diego	$267	$267	$267	$267	$267	$267	$267	$267	$305	$305	$267	$267
San Francisco	$340	$340	$340	$327	$327	$327	$327	$327	$327	$327	$327	$340
San Luis Obispo	$231	$231	$231	$231	$231	$231	$231	$231	$271	$271	$231	$231
San Mateo	$251	$251	$251	$251	$251	$251	$251	$251	$251	$251	$251	$251
Santa Barbara	$273	$273	$273	$273	$273	$273	$273	$273	$273	$330	$330	$273
Santa Cruz	$207	$207	$207	$207	$207	$207	$207	$207	$244	$244	$244	$207
City limits of Santa Monica	$341	$341	$341	$341	$341	$341	$341	$341	$341	$341	$341	$341
Sonoma	$225	$225	$225	$225	$225	$225	$225	$225	$225	$225	$225	$225
El Dorado	$209	$209	$315	$315	$315	$315	$211	$211	$239	$239	$239	$209
San Joaquin	$200	$200	$200	$200	$200	$200	$200	$200	$200	$200	$200	$200

Santa Clara	$260	$260	$260	$260	$260	$260	$260	$260	$260	$260	$260	$260
Placer	$199	$199	$199	$199	$199	$199	$199	$199	$199	$199	$199	$199
Nevada	$210	$210	$237	$237	$237	$214	$214	$214	$241	$241	$241	$210
Tulare	$199	$199	$199	$199	$199	$199	$199	$199	$199	$199	$199	$199
Yolo	$210	$210	$210	$210	$210	$210	$210	$210	$210	$210	$210	$210
Mariposa	$249	$249	$249	$271	$271	$271	$271	$249	$249	$249	$249	$249

[(2) Courses with maximum reimbursement limitations - (j) POST and/or State Controller's Office Reimbursement Audits. ***remains unchanged]

Credits

NOTE: Authority cited: Sections 13503, 13506, 13510 and 13520, Penal Code. Reference: Sections 13503, 13510, 13511, 13512, 13518, 13520, 13522, 13523, 13524 and 13525, Penal Code; Section 11489, Health and Safety Code; and Statutes 1997, Chapter 9, Section 2, (Senate Bill 350).

1015. Reimbursements for Training.

(a) Proportionate Reimbursement.

.....

(c) Reimbursement Plans.

.....

(3) Reimbursement for training presentation costs (Plan V)

(A) With the exception of tuition-based courses, contract courses, and self-paced training, an agency presenter, college, university, private presenter, other public entity, and joint powers agency may receive reimbursement for up to the actual course presentation costs [refer to Commission Regulation 1001] for expenses incurred in training full-time employees from agencies eligible for POST reimbursement. POST-approved training presenters submitting a PRR form shall include the actual course presentation costs as defined in Commission Regulation 1001, to include subsistence (lodging and meals) and travel (mileage) costs related to course presentation. Requests for reimbursement related to lodging, travel, and transportation shall include copies of receipts showing actual expenses per individual traveler.

A course presentation shall not be delivered, without prior authorization, if less than 80% of the maximum enrollment identified in the Electronic Data Interchange are POST-participating students. The minimum enrollment requirement shall be met with full-time, sworn personnel from California POST-participating law enforcement agencies who are eligible for reimbursement. Attendance other than the authorized minimum is subject to prior approval by the POST Program Manager. Justification for enrollment, that is less than the authorized minimum requires a written request submitted to the POST Program Manager for review no less than 21 days prior to the start date of the course.

Course attendance by individuals who are ineligible for POST reimbursement will require the agency presenter, college, university, private presenter, other public entity, and joint powers agency to deduct a calculated tuition amount from the total presentation costs prior to submitting for reimbursement. Tuition will be calculated by adding all budgeted costs (refer to Commission Regulation 1052(b)(7)) to determine the total cost and dividing the total cost by the maximum number of students approved per presentation (refer to Commission Regulation 1055(e)).

If the agency presenter, college, university, private presenter, other public entity, and joint powers agency charges tuition which exceeds the calculated amount, the higher tuition cost shall be deducted from the total presentation costs prior to submitting for reimbursement.

(4) Reimbursement for training presentation and student attendance costs, Regional Training (Plan VI)

(A) The Executive Director, or his/her designee, may authorize block allocations not to exceed $25,000 per course to support training to meet regional needs and course certification mandates pursuant to Commission Regulation 1052, including projected enrollment levels. The block allocation will cover, up to the authorized level, costs associated with presentation of the course, including instructor pay, travel and per diem, meeting room rental, and necessary instructional supplies as approved by POST pursuant to Commission Regulation 1054.

A course presentation shall not be delivered, without prior authorization, if less than 80% of the maximum enrollment identified in the Electronic Data Interchange are POST-participating students. The minimum enrollment requirement shall be met with full-time, sworn personnel from California POST-participating law enforcement agencies who are eligible for reimbursement. Attendance other than the authorized minimum is subject to prior approval by the POST Program Manager. Justification for enrollment, that is less than the authorized minimum requires a written request submitted to the POST Program Manager for review no less than 21 days prior to the start date of the course.

(B) Responsibility for specific allocation of instructor salaries and presentation fees shall be that of the individual training presenter. Any costs exceeding the amount allocated by POST shall be borne by the presenter.

(C) Requests for Plan VI reimbursement shall be submitted to POST on the PRR form, along with the course budget approved during the course certification process. Presenter Reimbursement Requests for lodging, travel, and transportation shall include copies of receipts showing actual expenses per individual traveler. Selection of the training presenter shall be the responsibility of the respective agencies requesting the Plan VI course.

Course attendance by individuals who are ineligible for POST reimbursement will require the agency presenter, college, university, private presenter, other public entity, and joint powers agency to deduct a calculated tuition amount from the total presentation costs prior to submitting for reimbursement. Tuition will be calculated

by adding all budgeted costs (refer to Commission Regulation 1052(b)(7)) to determine the total cost and dividing the total cost by the maximum number of students approved per presentation (refer to Commission Regulation 1055(e)).

If the agency presenter, college, university, private presenter, other public entity, and joint powers agency charges tuition which exceeds the calculated amount, the higher tuition cost shall be deducted from the total presentation costs prior to submitting for reimbursement.

(D) Priority for Plan VI (Regional Training) funds will be given to courses that meet POST Perishable Skills and Continuing Professional Training mandates (Commission Regulation 1005). Agencies that are non-compliant with POST mandates pursuant to Commission Regulation 1010 shall be excluded.

(E) Students attending an approved Plan VI (Regional Training) course shall be reimbursed via an eTRR.

(F) The following limitations on student reimbursement will be in place to incentivize local personnel to attend at the following rates based on distance from the training site to the students' agency headquarters.

1. 0 - 150 miles -- full mileage reimbursement
2. Over 150 miles -- no mileage reimbursement
3. 0 - 50 miles -- no lodging
4. 51 - 150 miles -- meals/lodging
5. Over 150 miles -- no meals or lodging

(5) Reimbursement for training presentation costs, student attendance costs, and back-fill, Regional Training (Plan VII). Plan VII incorporates all Plan VI ~~requirements, and~~requirements and includes an allocation for back-fill.

(6) Training presentation reimbursement shall be monitored by the POST program manager.

.....

Credits

Note: Authority cited: Sections 13503, 13506, 13510 and 13520, Penal Code. Reference: Sections 13503, 13510, 13511, 13512, 13518, 13520, 13522, 13523, 13524 and 13525, Penal Code; Section 11489, Health and Safety Code; and Statutes 1997, Chapter 9, Section 2, (Senate Bill 350).

AGENDA ITEM REPORT

Title:

REPORT TO AMEND COMMISSION REGULATION 1006 - EXTENSION OF TIME LIMIT FOR COURSE COMPLETION

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Basic Training Bureau	
RESEARCHED BY Brad NewMyer	**REVIEWED BY** Carrie Hollar	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/10/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

Should the Commission approve, subject to the Notice of Proposed Regulatory Action Process, the proposed changes enumerated in this report?

BACKGROUND:

POST Basic Training Bureau (BTB) staff identified a need to add inclusive language to Commission Regulation 1006 to allow basic course presenters to request an extension of time limit for course completion.

ANALYSIS:

BTB Staff, at the June 4, 2025, Commission, presented and obtained the Commission's approval to add "or presenter" to Commission Regulation 1006- Extension of Time Limit for Course Completion, allowing a department or course presenter to make an extension request. The approved change was submitted to the Office of Administrative Law (OAL) for review.

BTB staff were contacted by the assigned OAL Attorney to clarify the possible effects of the change. OAL was concerned, after reviewing the Commission transcript that the discussion on the item centered mostly around presenters advocating for Peace Officer Trainees (or non-sponsored/non-agency

personnel) and not students that were employed during the course. OAL was concerned that a presenter might make a request for an extension of time limit on behalf of an employed student without contacting or gaining the employing agency's permission. OAL requested that additional language be added to the regulation for clarity. OAL suggested that the regulation require that a presenter contact the employing agency to gain approval before requesting the extension of time limit for completion of a course for the agency's employee (**ATTACHMENT A)**.

BTB staff believes that by adding "Any presenter, before making a request to the Commission for extension of time limit for completion of any course by any student identified in the regulation, other than a peace officer trainee, shall contact the employing agency for approval of the request" clarifies the duty of the presenter when requesting an extension of time on behalf of students who are employed by a law enforcement agency.

RECOMMENDATION:

Should the Commission approve the proposed text of Commission Regulation 1006?

If the Commission concurs, the appropriate action would be a **MOTION** to approve the change as proposed by BTB staff .

ATTACHMENT(S):
ATTACHMENT A.pdf

ATTACHMENT A

11 CCR § 1006

§ 1006. Extension of Time Limit for Course Completion.

Currentness

(a) The Commission will grant an extension of time limit for completion of any course required by Commission Regulations 1005, 1007, or 1018 upon presentation of satisfactory evidence by a department or presenter that a trainee, peace officer trainee, peace officer, reserve peace officer, or dispatcher is unable to complete the required course within the time limit prescribed because of illness, injury, military service, or special duty assignment required and made in the public interest of the concerned jurisdiction, or upon presentation of evidence by a department or presenter that a trainee, peace officer trainee, peace officer, reserve peace officer, or dispatcher is unable to complete the required course within the time prescribed. Any presenter, before making a request to the Commission for extension of time limit for completion of any course by any student identified in the regulation, other than a peace officer trainee, shall contact the employing agency for approval of the request. Time extensions granted under this subsection shall not exceed that which is reasonable, bearing in mind each individual circumstance. Students who have been dismissed from a course due to sustained allegations of misconduct with respect to their participation as students in the course are ineligible for the extension afforded by this regulation.

(b) In the event that a department in the Regular Program does not require an individual to complete the applicable training by the end of the extension period, such department shall not be eligible for the reimbursement of any expenses which are incurred as a result of the training when it finally occurs; in the event that an agency in the Specialized Program does not require an individual to complete the applicable training by the end of the extension period, such agency shall not be eligible for participation in the Specialized Law Enforcement Certification Program.

AGENDA ITEM REPORT

Title: REPORT ON PROPOSED AMENDMENTS TO COMMISSION REGULATION 1003 - EMPLOYMENT STATUS NOTIFICATIONS AND COMMISSION REGULATION 1011 - PROFESSIONAL CERTIFICATES FOR PUBLIC SAFETY DISPATCHERS AND RECORDS SUPERVISORS

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Certification Bureau	
RESEARCHED BY Michelle Weiler	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/03/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission approve the proposed amendments to Commission Regulations 1003 and 1011, respectively, to provide additional clarity regarding appointments and professional certificate requirements for public safety dispatchers and records supervisors?

BACKGROUND: During the course of a regular review of Commission Regulations related to the Certification Bureau, staff identified sections of Commission Regulation 1003 - Employment Status Notifications and Commission Regulation 1011 - Professional Certificates for Public Safety Dispatchers and Records Supervisors that needed additional clarifying language, grammatical corrections, or corrected references as they relate to the appointments and professional certificates of public safety dispatchers and records supervisors. While revising the these regulations to address necessary clarifications and alignment, POST staff noticed Commission Regulation 1003 required other minor clarifications to align with current terminology or practice, as well as correcting references.

ANALYSIS: Commission Regulation 1011

In addition to minor grammatical clarifications and corrections to reference citations, POST staff recommend additional revisions to clarify who is responsible for submitting applications, acceptable documentation, and eligibility

requirements.

POST staff recommend the following amendments:

- Amend subsection (a)(2) to clarify who is responsible for submitting the applications for Public Safety Dispatcher certificates to align with the current processes established in the Electronic Data Interchange (EDI) and direct applicants or their employing agency how to correct their POST Profile to accurately reflect required minimum training required for the various certificates available to public safety dispatchers.

- Amend subsection (a)(3)(C)2. to clarify that training memos are not acceptable and that training points are not awarded for on the job training. All training must be documented and verified with a course roster or completion certificate.

- Amend subsection (a)(3)(E) to emphasize the need to be employed full-time at the time of application to be eligible for any level of public safety dispatcher certificate.

- Amend subsection (a)(7)(D) to specify college credits or degrees must be from an accredited community college, college, or university. This aligns with the terminology used for peace officer professional certificates.

- Amend subsection (b)(4) to specify that records supervisors must be appointed full time to be eligible for a Records Supervisor Certificate.

- Add subsection (b)(4)1. to clarify that individuals who wish to apply for both the Records Supervisor Certificate and any public safety dispatcher certificates for which they are eligible, they must be appointed in EDI as a Records Supervisor/Dispatcher (RS/D) to reflect a dual role within their agency.

<u>Commission Regulation 1003</u>

In addition to minor grammatical clarifications and corrections to reference citations, POST staff recommend additional revisions to clarify who is required to have an *Attestation of Peace Officer Eligibility, POST 2-356 (05/2025)* and an *Affidavit of Separation, POST 2-357 (03/2025)*.

POST staff recommend the following amendments:

- Amend subsection (a)(1) to add "peace officer" before

"appointment or termination" to clarify that only peace officers are subject to notifications of appointments and separations within 10 days. Other non-sworn appointments in EDI are not subject to the 10 day notification requirement.

- Amend subsection (a)(1) for clarity. This subsection makes reference to public safety dispatchers and records supervisors but subsection (a)(1)(A)1. only provides specifics related to peace officer appointments. There is often confusion as to whether or not an *Attestation of Peace Officer Eligibility, POST 2-356 (05/2025)* and an *Affidavit of Separation, POST 2-357 (03/2025)* are required for these positions. POST staff recommend adding (1)(A)1.d. to clarify that while public safety dispatchers and records supervisors are required to be appointed in EDI, agencies are not required to submit an *Attestation of Peace Officer Eligibility, POST 2-356* (05/2025) or an *Affidavit of Separation, POST 2-357 (03/2025)* for them. POST staff also propose to include trainees and background investigators to this section as not requiring an *Attestation of Peace Officer Eligibility, POST 2-356* (05/2025) or an *Affidavit of Separation, POST 2-357 (03/2025)*.

- Amend subsection (a)(1)(B) to add "Failure to complete probation" as a type of separation that requires the submission of an *Affidavit of Separation, POST 2-357 (03/2025)* to align with statute and current practices of requiring this for all types of peace officer separations from employment.

- Amend subsection (a)(1)(D) and (a)(1)(D)1.c., respectively, to add "peace officer" before "appointments" before "appointment" to clarify that the justification for a late appointment of separation currently applies only to peace officers, and not non-sworn personnel required to be appointed in EDI, such as public safety dispatchers and records supervisors.

RECOMMENDATION: POST Staff recommend the Commission approve the proposed amendments to the text of Commission Regulations 1003 and 1011, respectively, to provide additional clarity regarding appointments and professional certificate requirements for public safety dispatchers and records supervisors.

If the Commission concurs, the appropriate action would be a **MOTION** to approve the amendments as described in the staff

report.

ATTACHMENT(S):
Regulation_1011_Certificates_Public_Safety_Dispatchers_2026_Revision.pdf
Reg_1003_Employment_Status_Notifications.pdf

11 CCR § 1011

§ 1011. Professional Certificates for Public Safety Dispatchers and Records Supervisors.

(a) Professional Certificates -- Public Safety Dispatcher

(1) Dispatcher Certificates

Dispatcher Certificates are professional certificates awarded in recognition of meeting specified training, education, and service requirements. Possession of these certificates is voluntary and is not required to perform dispatcher duties.

(2) Application Requirements

An applicant ~~(or~~ and the applicant's employing department~~)~~ shall submit a completed Certificate Application -- POST Public Safety Dispatcher via the Electronic Data Interchange (EDI). If a POST-certified training course is not reflected on the applicant's POST profile, ~~they~~ the applicant, or the applicant's employing agency, should contact the course presenter to update the POST Profile.

(A) Application Requirements -- An applicant shall submit the following information for a completed Certificate Application via the EDI:

1. Log into the POST PASS Account.
2. Enter POST ID or Social Security Number.
3. When applying, select the appropriate Certificate to start the application process.
4. Upload the appropriate documents referred to in 1011(a)(2)(B)1.-3..
5. Select the Submit button.

(B) The applicant and the applicant's employing agency shall submit a completed Certificate Application, via EDI, along with supporting documents as follows:

1. Documentation that supports the required education and experience (i.e., official transcripts, diplomas, certificates of course completion).

2. When the units of credit are transferred from one educational institution to another, supporting documentation from all educational institutions is required.

3. Supporting documents are not required if the education and/or experience information needed to support the current certificate request is already reflected on the applicant's POST profile. Any education or experience that is not reflected on the POST profile must be supported as described in subsection 1011(a)(3)(A)1. and/or 2.

(3) Certificate Terminology and Policy

(A) College Degree or College Unit Criteria

Accreditation shall be by a national or regional accrediting body that is recognized by the Secretary of the United States Department of Education. For the award of a certificate, all degrees or units:

1. Shall be issued by and recorded on the transcript of an accredited community college, college, or university; or

2. When issued by a non-accredited community college, college, or university, the degree or units shall have been accepted and recorded on the transcript of an accredited community college, college, or university.

(B) Education Units

1. One college semester unit equals one education unit, or

2. One college quarter unit equals two-thirds of an education unit.

(C) Training Points

1. Twenty hours of training is equal to one training point. Only completed courses with verifiable hours are accepted. Training point credit shall not be given for partial completion of a course or when the course was failed.

2. When the training is not POST-certified, the commission shall have discretion to determine acceptable dispatcher training, pursuant to the following criteria:

    a. When requesting training points for courses that are not POST-certified, applicants must provide documentation to support completion of training such as a copy of the course roster or a copy of the course completion certificate.

    b. Training must be verified with a course roster or a certificate of course completion that includes the date of completion and number of hours completed. A training memo submitted by the current or former employing agency is not acceptable.

    c. No training points are awarded for on-the-job training programs.

(D) Education Unit Conversions

When education units exceed the number needed to qualify for a certificate, the excess education units may be converted to training points to meet training point requirements.

1. One education unit shall equal one training point.

2. POST will make the conversion when it is to the advantage of the applicant.

3. The POST-certified Public Safety Dispatcher's Basic course can only be used to satisfy either the training points or the education units requirement. It cannot be used to satisfy both categories.

(E) Experience

~~In order to be eligible for any level of the dispatcher certificate, a~~At the time of application, individuals must be appointed as a current, full-time public safety dispatcher with a POST-participating agency in order to be eligible for any level of the dispatcher certificate,.

(4) Applicants for the award of the Dispatcher Basic Certificate shall:

(A) Be employed with an agency participating in the POST Dispatcher Program.

(B) Be currently appointed as a full-time public safety dispatcher.

(C) Have been selected in accordance with the minimum selection requirements specified in Commission Regulation 1018.

EXCEPTION: This requirement does not apply if the dispatcher was appointed prior to the agency's participation in the POST program.

(D) Have successfully completed a POST-certified Public Safety Dispatcher's Basic Course.

(E) Have satisfactorily completed the current agency's probationary period of at least 12 months.

EXCEPTION: Upon entry into the program, agencies with a probation period of less than 12 months, when established by ordinance, charter, or memorandum of understanding, shall be granted a waiver of this requirement until a 12-month probation period can be established.

NOTE: The Dispatcher Certificate is obsolete, those who possess a Dispatcher Certificate will be grandfathered in and be eligible for a Dispatcher Basic Certificate.

(5) Applicants for the award of a Dispatcher Intermediate Certificate shall:

(A) Satisfy the requirements specified in subsection 1011(a)(3)(A-E~~D~~) for all certificates.

(B) Possess the Dispatcher Basic Certificate.

(C) Satisfy one of the following eligibility combinations:

Degree or Education Units *		*Dispatcher Experience*		*Training Points*
Bachelor's Degree	*and*	3 years	*plus*	0
Associate Degree	*and*	5 years	*plus*	0
45 Education Units	*and*	5 years	*plus*	12
30 Education Units	*and*	7 years	*plus*	11
15 Education Units	*and*	9 years	*plus*	10

* Excess education units may be applied towards training points on a unit for point basis per subsection 1011(a)(3)(D).

(6) Applicants for the award of a Dispatcher Advanced Certificate shall:

(A) Satisfy the requirements specified in subsection 1011(a)(3)(A)-(E~~D~~) for all certificates.

(B) Possess the Dispatcher Intermediate Certificate.

(C) Satisfy one of the following eligibility combinations:

Degree or Education Units *		*Dispatcher Experience*		*Training Points*
Master's Degree	*and*	5 years	*plus*	0
Bachelor's Degree	*and*	7 years	*plus*	0
Associate Degree	*and*	9 years	*plus*	0
45 Education Units	*and*	9 years	*plus*	12
30 Education Units	*and*	11 years	*plus*	11

* Excess education units may be applied towards training points on a unit for point basis per subsection 1011(a)(3)(D).

(7) Applicants for the award of a Dispatcher Supervisory Certificate shall:

(A) Satisfy the requirements specified in Commission Regulation 1018.

(B) Satisfy the requirements specified in subsection 1011(a)(3)(A-E~~D~~) for all certificates.

(C) Possess the Dispatcher Intermediate Certificate.

(D) Complete a minimum of 60 semester units or possess a degree from an accredited community college, college, or university.

(E) Successfully complete a POST-certified Supervisory Course. (The Dispatcher Supervisory Course is highly recommended.)

(F) Possess a minimum of two years of experience as a permanent first-level Dispatcher Supervisor or higher.

(b) Professional Certificates Records Supervisor

(1) Records Supervisor Certificate

The Records Supervisor Certificate is a professional certificate awarded to a records supervisor in recognition of meeting specified training and service requirements. Possession of this certificate is voluntary and is not required to perform the duties of a record supervisor ~~duties~~.

(2) Prior to submitting an application for a POST Records Supervisor Certificate, POST shall have been notified of the records supervisor's appointment pursuant to the requirements in Commission Regulation 1003(a)(1)~~(A)~~4.

(3) Application Requirements

The applicant and the applicant's employing agency shall submit a completed Certificate Application Records Supervisor via EDI.

(A) Application Requirements -- An applicant shall submit the following information for a completed Certificate Application via the EDI:

1. Log into the POST PASS Account.

2. Enter POST ID or Social Security Number.

3. When applying, select the appropriate Certificate to start the application process.

4. Select the Submit button.

(4) Applicants for the award of the Records Supervisor Certificate shall:

(A) Be currently employed with an agency participating in the POST Program;

(B) Be appointed as a full-time records supervisor as defined in Commission Regulation 1001;

1. Applicants who wish to apply for both the Records Supervisor and eligible Dispatcher Certificates must be appointed as a Records Supervisor/Dispatcher (RS/D) in EDI.

(C) Have satisfactorily completed the current agency's probationary period for a records supervisor;

(D) Have completed a minimum of two years of satisfactory service with the current agency as a records supervisor;

(E) Be a high school graduate or have successfully passed the General Education Development (GED) test for high school graduation; and

(F) Have satisfactorily completed the Public Records Act course (minimum 16 hours) and the Records Supervisor Course (minimum 40 hours).

(c) Certificate Cancellation

(1) Cancellation Reasons

POST shall cancel a professional certificate(s) for the following reasons:

(A) The certificate was obtained through misrepresentation, fraud, or

(B) The certificate was issued as a result of an administrative error on the part of POST or the employing agency.

(2) Notification Requirement

Department personnel who possess information that a certificate was obtained through misrepresentation, fraud, or administrative error shall notify POST immediately.

(3) Investigation of Circumstances

The Executive Director may initiate an investigation of the circumstances under which the certificate was issued. The Executive Director has the authority to approve or deny a certificate cancellation.

(4) Cancellation Appeal

An individual whose certificate has been cancelled may appeal the cancellation to the Commission.

At the Commission's discretion, a hearing shall be held either before the Commission or before a qualified hearing officer. The hearing officer shall prepare a proposed decision in such form that it may be adopted as the decision in the case. All hearings shall be conducted in conformance with the Administrative Procedures Act (Government Code C. section 11340 et seq.). At the conclusion of the appeal hearing, the Commission shall render a decision to uphold or overturn the decision to cancel the certificate.

(5) Cancellation Recorded

When the decision to cancel is upheld through the appeal process, the POST Profile record shall indicate the appropriate reason for the cancellation.

(6) Return of Certificate

Upon notification of cancellation, the individual to whom a cancelled certificate was issued shall return the certificate to POST if the certificate was issued before July 1, 2021.

Credits

NOTE: Authority cited: Section 1029, Government Code; Sections 13503, 13506, 13510(c), 13510.1, 13510.1(e), 13510.2 and 13510.7, Penal Code. Reference: Section 1031, Government Code; and Sections 832.4, 13503, 13506, 13510(c), 13510.1, 13510.3 and 13510.7(a)-(b), Penal Code.

11 CCR § 1003

§ 1003. Employment Status Notifications.

(a) Employment Status Notification Requirements

(1) Peace Officers, Reserve Peace Officers, Public Safety Dispatchers, and Records Supervisors

Effective January 1, 2023, the employing agency shall notify POST of a new peace officer appointment or termination within ten days, via the POST Electronic Data Interchange (EDI) system when personnel actions listed below occur.

(A) A notice of appointment shall be submitted for the following actions:

1. New appointment,

a. An individual shall not be appointed to a specified peace officer classification until such time as they meet the minimum training requirements for the specified peace officer classification as identified in Commission Regulation 1005.

b. For any individual appointed as a peace officer, a completed *Attestation of Peace Officer Eligibility, POST 2-356* (05/2025), hereby incorporated by reference, shall be uploaded to POST via EDI.

c. EXCEPT AS PROVIDED BELOW, an individual appointed to an agency while completing the minimum training required for their specified classification shall be appointed as a trainee (TRN).

1) Any individual identified in Commission Regulation 1005(a)(3) who is serving in a position which permits appointment to a peace officer classification prior to completion of the minimum training requirements shall not require appointment as a trainee.

2) An individual currently appointed to a peace officer classification that requires training other than the Regular Basic Course (RBC) or the Specialized Investigators' Basic Course (SIBC) may maintain their current peace officer classification while attending the RBC or SIBC.

d. An *Attestation of Peace Officer Eligibility, POST 2-356* (05/2025) is not required for the Notice of Appointment of

1) Trainees,
2) Public Safety Dispatchers,
3) Records Supervisors, or
4) Background Investigators.

2. Name changes as a result of a marriage, a divorce, or a legal name change, or

3. Rank/status changes involving promotions or demotions.

(B) An *Affidavit of Separation, POST 2-357 (03/2025)*, herein incorporated by reference, shall be submitted to POST, via EDI, within ten days of a peace officer's separation from employment. It shall be signed by the agency head or their designee under penalty of perjury, maintained by the employing agency, and a copy submitted to POST for the following actions:

1. Separation of service for retirement or resignation,

2. Separation of service for retirement or resignation pending complaint, administrative charge, or investigation in lieu of actions as listed in 1003(a)(1)(B)(54) below,

3. Separation of service as a result of death,

4. Failure to complete probation, or

5. Involuntary termination.

a. The employing agency shall include whether the separation is part of the resolution or settlement of any criminal, civil, or administrative charge or investigation.

b. A peace officer who has separated from employment or appointment shall be permitted to respond to the affidavit of separation, in writing, to POST, setting forth their understanding of the facts and reasons for the separation, if different from those provided by the agency.

(C) An *Affidavit of Separation, POST 2-357 (03/2025)* is not required for Trainees, Public Safety Dispatchers, Records Supervisors, or Background Investigators.

(D) For any peace officer appointments or separations submitted to the POST EDI system more than 60 days after the initial date of appointment or separation, the employing agency shall submit to POST, a letter of justification to the Certification Bureau.

1. The letter of justification shall:

a. Be submitted on agency letterhead,

b. Be signed by the agency head or authorized designee, and

c. Provide the reason(s) the peace officer appointment or separation was submitted to the POST EDI system more than 60 days after the initial date of appointment or separation.

(b) Employment Status Notification Changes

(1) Incorrectly Submitted Transactions

When a transaction is incorrectly submitted through the EDI system, an authorized agency employee shall submit to POST a request in writing within ten days, indicating justification for the correction to the record. If there is a correction to the reasons for a peace officer's separation, the request for correction must be accompanied by a revised *Affidavit of Separation, POST 2-357*, if the initial separation date was on or after January 1, 2023.

(2) Reinstatements

Should a terminated individual be mandatorily reinstated, the agency shall notify POST in writing within ten days of the change in personnel action. The agency shall submit notification to POST in writing indicating a correction to the record in the POST EDI system, along with a copy of the official reinstatement documentation.

(c) Disqualification Notification Requirements

(1) Investigating Agency

Whenever a peace officer or former peace officer is convicted of a crime, or for any reason specified in Government Code Section 1029 that disqualifies the individual from being employed as a peace officer, POST shall be notified via POST's online system of record within ten days of the final disposition.

(2) Documentation

The written notification shall be submitted to POST and include:

(A) Name of the peace officer or former peace officer,

(B) Reason for disqualification pursuant to Government Code Section 1029,

(C) Case number,

(D) Name of the adjudicating court,

(E) Date of adjudication,

(F) Copy of the official documentation substantiating the disqualification (i.e., settlement agreement, civil service agreement or court order showing the parties involved in the action, summary or action page that states the action to be taken by the agency, the page of the court order bearing the official signature(s) and the conclusion), and

(G) Law enforcement department responsible for the investigation.

Credits

NOTE: Authority cited: Sections 13506, 13510.1 and 13510.9, Penal Code. Reference: Sections 13510.1, 13510.9, 13512 and 13510.3, Penal Code.

AGENDA ITEM REPORT

Title: REPORT ON PROPOSED AMENDMENT TO VOLUNTARY SURRENDER OF PEACE OFFICER CERTIFICATION FORM, POST 2-358

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Certification Bureau	
RESEARCHED BY Michelle Weiler	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/11/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE: Should the Commission approve the proposed amendment to the *Voluntary Surrender of Peace Officer Certification Form, POST 2-358* and Commission Regulation 1210 to provide additional clarity regarding acknowledgements and required signatures on the form and updating the form date in the regulatory text?

BACKGROUND: On September 30, 2021, Governor Newsom signed Senate Bill (SB) 2. SB 2 made significant changes to existing Government and Penal Codes, respectively. These changes provide for additional peace officer hiring eligibility requirements. SB 2 (2021) also grants POST the authority to certify all peace officers in California, and subsequently take action against those certifications, should POST determine serious misconduct occurred. While the peace officer eligibility hiring requirements went into effect on January 1, 2022, the remaining changes to Government and Penal Codes went into effect on January 1, 2023.

Now that POST staff has had an opportunity to assess the effectiveness of the regulations implemented in early 2023, POST staff proposes to amend Commission Regulation 1210 Voluntary Surrender to add clarity regarding the acknowledgements and signatures required on the *Voluntary Surrender of Peace Officer Certification Form, POST 2-358*.

ANALYSIS: In reviewing the acknowledgements required by the surrendering peace officer, POST staff have determined that it

is necessary to include an acknowledgement that the surrendering peace officer had the opportunity to consult with legal counsel and is voluntarily surrendering their certification of their own free will and volition and that it was not done under duress or coercion. As such, POST staff propose to include the following statement as acknowledgement #8:

"I hereby acknowledge and agree that I have entered into this Voluntary Surrender of my own free will and volition, after consultation with, or an opportunity to consult with, counsel of my own choice, and that I was not coerced to do so, nor was I under duress at the time of executing this Voluntary Surrender. I further acknowledge and agree that I have chosen to enter into this Voluntary Surrender knowingly and voluntarily."

Additionally, POST staff have recently observed that the term "Signature of Officer" below the signature line intended for the notary or court officer on the second page is confusing and could imply a signature from the surrendering peace officer may be required. Therefore, POST staff proposes to amend Commission Regulation 1210 Voluntary Surrender to add clarity regarding the information required to be reported on the *Voluntary Surrender of Peace Officer Certification Form, POST 2-358*. Therefore, POST Staff proposes to revise "Signature of Officer" to read as "Signature of Notary or Court Officer" to provide clarity as to who is expected to sign this portion of the *Voluntary Surrender of Peace Officer Certification Form, POST 2-358*.

POST staff also proposes to revise Commission Regulation 1210 - Voluntary Surrender to amend the date of the form, as incorporated by reference, to reflect the date of the most recent revision of the form as approved by the Commission.

RECOMMENDATION:

POST Staff recommend the Commission approve the proposed amendment to the *Voluntary Surrender of Peace Officer Certification Form, POST 2-358* and Commission Regulation 1210 to provide additional clarity regarding acknowledgements and required signatures on the form and updating the form date in the regulatory text.

If the Commission concurs, the appropriate action would be a **MOTION** to approve the amendments as described in the staff report.

ATTACHMENT(S):

Reg_1210_Voluntary_Surrender.pdf
2-358_Voluntary_Surrender_of_Peace_Officer_Certification_0326.v2.pdf

11 CCR § 1210

§ 1210. Voluntary Surrender.

(a) Any peace officer may voluntarily surrender their certification permanently per Penal Code Section 13510.8(f).

(b) Any peace officer may voluntarily surrender their certification at any time.

(c) The *Voluntary Surrender of Peace Officer Certification Form, POST 2-358* ~~(01/2024)~~(03/2026), hereby incorporated by reference, shall:

(1) Be completed in full and in writing,

(2) State the date on which the voluntary surrender will become effective,

(3) Include a statement by the peace officer they understand and acknowledge the consequences of the voluntary surrender,

(4) Be signed by the peace officer under penalty of perjury,

(5) Identify whether the surrender is part of:

(A) A resolution or settlement of any criminal, civil, or administrative charge or investigation, or

(B) a plea agreement in a criminal proceeding.

(6) Be notarized by a registered notary public, and

(7) Be submitted to POST at the address provided on POST form 2-358 ~~(01/2024)~~(03/2026).

(d) POST shall notify the National Decertification Index of the International Association of Directors of Law Enforcement Standards and Training of the voluntary permanent surrender, per Penal Code Section 13510.85(c) and include the number of voluntarily surrendered peace officer certifications in its annual report, pursuant to Penal Code Section 13512.

Credits

NOTE: Authority cited: Sections 13503, 13506, 13510.8 and 13510.85, Penal Code. Reference: Sections 13510.8, 13510.85 and 13512, Penal Code.

Submit to: Certification Bureau,
Commission on
Peace Officer Standards and Training (POST)
860 Stillwater Road, Suite 100
West Sacramento, CA 95605-1630 • 916 227-3909

I, _____, voluntarily surrender my peace officer certification issued by the State of California, Commission on Peace Officer Standards and Training (POST). By signing this surrender form, I understand and acknowledge that:

1. POST will conduct no further adjudicative proceedings regarding my peace officer certification as provided in Penal Code section 13510.85(a).
2. I am waiving any right I may have had to a hearing before the Peace Officer Standards Accountability Advisory Board and POST Commission as provided by California Penal Code 13510.85.
3. The surrender of my peace officer certification is non-revocable per Penal Code Section 13510.8(f).
4. I will no longer be a certified peace officer and will not be able to exercise any peace officer authority in the State of California.
5. This voluntary surrender shall be entered on the National Decertification Database administered by the International Association of Directors of Law Enforcement Standards and Training and the POST website, pursuant to Penal Code section 13510.85(c).
6. This voluntary surrender may be subject to release under the provisions of the California Public Records Act [Chapter 3.5 (commencing with Section 6250) of Division 7 of Title 1)].
7. I voluntarily surrender my peace officer certification effective as of the date of signature on this form.
8. I hereby acknowledge and agree that I have entered into this Voluntary Surrender of my own free will and volition, after consultation with, or an opportunity to consult with, counsel of my own choice, and that I was not coerced to do so, nor was I under duress at the time of executing this Voluntary Surrender. I further acknowledge and agree that I have chosen to enter into this Voluntary Surrender knowingly and voluntarily.

This action is for one of the following:

☐ As part of the resolution or settlement of any criminal, civil, or administrative charge or investigation.

☐ As part of a plea agreement in a criminal proceeding.

☐ This action is not for one of the above-listed reasons.

I certify (or declare) under penalty of perjury under the laws of the State of California that the foregoing is true and correct and that voluntary surrender was executed on the date listed below.

PRINT FULL NAME	POST ID	CONTACT NUMBER
SIGNATURE		**DATE**
ADDRESS		

Submit to: Certification Bureau,
Commission on
Peace Officer Standards and Training (POST)
860 Stillwater Road, Suite 100
West Sacramento, CA 95605-1630 • 916 227-3909

A notary public or other officer completing this certificate verifies only the identity of the individual who signed the document to which this certificate is attached, and not the truthfulness, accuracy, or validity of that document.

STATE OF _____

COUNTY OF _____

On _____ before me, _____,
(Date) (Name and title of the officer)

personally appeared _____,
(Name of person signing)

who proved to me on the basis of satisfactory evidence to be the person(s) whose name(s) is/are subscribed to the within instrument and acknowledged to me that he/she/they executed the same in his/her/their authorized capacity(ies), and that by his/her/their signature(s) on the instrument the person(s), or the entity upon behalf of which the person(s) acted, executed the instrument.

I certify under PENALTY OF PERJURY under the laws of the State of California that the foregoing paragraph is true and correct.

WITNESS my hand and official seal.

Seal

_____
Signature of ~~officer~~ Notary or Court Officer

AGENDA ITEM REPORT

Title: CORRESPONDENCE SENT OR RECEIVED BY POST

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY	**REVIEWED BY**	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/17/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

BACKGROUND:

ANALYSIS:

RECOMMENDATION: The following correspondence was received by POST:

- POST Recommendations - Racial and Identity Advisory Profiling Board (RIPA), incoming letter
- RIPA 2026 Annual Report, Recommendations and Best Practices

ATTACHMENT(S):
RIPA Board Letter to POST.pdf
POST Attachment - RIPA 2026 Best Practices.pdf

State of California Racial and Identity Profiling Advisory Board

RIPA BOARD c/o
1515 CLAY STREET, 20TH FLOOR
P.O. BOX 70550
OAKLAND, CA 94612-0550

Public: (510) 879-3311
Facsimile: (510) 622-2270

January 30, 2026

Via Electronic Mail

Commission on Peace Officer Standards and Training
c/o Manuel Alvarez, Jr.
Executive Director
860 Stillwater Road, Suite 100
West Sacramento, CA 95605

Re: POST Recommendations – Racial and Identity Advisory Profiling Board

Dear POST Commissioners:

We are the co-chairs of the State's Racial and Identity Profiling Advisory Board (RIPA Board) and write to update you on the release of the Board's 2026 Annual Report. Under the Racial and Identity Profiling Act of 2015 (RIPA), the Legislature established the RIPA Board as a nineteen-member state advisory board composed of civil rights advocates, clergy, academics, and law enforcement. The RIPA Board's statutory mandate is to review and analyze officer stop and civilian complaint data from law enforcement agencies, as well as policies and practices that cause or contribute to racial and identity profiling and make recommendations aimed at eliminating racial and identity profiling in California.

The 2026 Report analyzes approximately 5.1 million stops conducted in 2024 by law enforcement officers from 533 law enforcement agencies, with a specific focus on how racial and identity profiling impacts public safety. This work is especially important in light of recent federal immigration enforcement actions. While RIPA prohibits racial and identity profiling in state and local law enforcement agencies, this prohibition does not apply to federal law enforcement officers. The absence of such restrictions on federal law enforcement highlights the vital need for the Board to assist state and local law enforcement agencies to navigate the environment that our residents find themselves in, as well as ways to reduce or eliminate such profiling in state and local law enforcement agencies. The Board provides an overview of the Report in the Executive Summary and outlines the evidence-based best practices and recommendations in the Recommendations and Best Practices section.

This year's recommendations are not directed to POST and instead are directed to the Legislature, local policymakers, and civilian oversight agencies. Since these recommendations may be of interest to POST, we have attached as a separate document the Recommendations and Best Practices section to this letter. These recommendations and best practices include concrete,

research-based measures policy makers can take to help achieve the Legislature's goal of eliminating racial and identity profiling and improve diversity and racial and identity sensitivity in law enforcement.

Please do not hesitate to contact us if you would like to discuss these important matters further.

Sincerely,

Andrea Guerrero, Esq.
Executive Director
Alliance San Diego
www.alliancesd.org
RIPA Board Co-Chair

Angela Sierra
Deputy Attorney General
Civil Rights Enforcement Section
California Department of Justice
RIPA Board Co-Chair

Annual Report 2026

Recommendations and Best Practices

Racial and Identity Profiling Advisory Board

Recommendations and Best Practices

The 2026 Annual RIPA Report provides the RIPA Board's recommendations and best practices for law enforcement agencies, the Legislature, local policymakers, community members, researchers, and advocates to promote evidence-based and data-driven policy reforms to eliminate racial and identity profiling and improve law enforcement and community relations. The Report provides context and research that inform the recommendations and best practices described below. This year, the Board builds on prior recommendations with a specific focus on the relationship of racial and identity profiling by law enforcement to public safety, and how reducing or eliminating profiling contributes to public safety. Recognizing that "profiling" and "safety" are broad terms with a range of connotations, the Board aims to contextualize these terms by defining public safety holistically. For purposes of this Report, the Board defines public safety as the collective experience of being safeguarded or protected from threats to one's life or wellbeing. These recommendations are not exhaustive but provide a foundation upon which stakeholders can build and develop emerging best practices geared toward safe and equitable policing.

Addressing Oversaturation Policing

This year, the Board makes several recommendations to the Legislature and local policymakers to mitigate the disproportionate and detrimental impacts of the law enforcement strategy known as "oversaturation policing." The available research shows that the negative effects of oversaturation policing, when combined with alternative enforcement technologies, can exacerbate bias and can increase the likelihood that racial and identity profiling will occur.

The Legislature and local policymakers should:

- Enact legislation to prohibit or limit police agencies from relying on oversaturation policing, as defined in the Policies chapter of the 2026 RIPA Report, in marginalized communities due to the negative effects of those practices on those communities.

The Legislature should:

- Enact legislation to allocate resources to an entity with the needed capacity or expertise, such as a state commission or research institution, to study and make further recommendations on whether alternative enforcement technologies such as face recognition, gunshot detection, and predictive policing technology exacerbate existing bias or are deployed in ways that lead to oversaturation policing.

Limiting Pretextual Stops

Research shows that pretextual stops — stops based on hunches that an individual is committing a crime, without basis in reasonable suspicion or probable cause —are susceptible to racial bias, and may not lead to meaningful reductions in crime or the discovery of contraband. Accordingly, the Board continues to build on its past work to mitigate the disparate impacts of pretextual stops, and makes an additional recommendation to legislators and policymakers to limit the occurrence of pretextual stops.

The Legislature and local policymakers should:

- Enact legislation or policies, similar to those in place in San Francisco, West Hollywood, Los Angeles, North Carolina, and Virginia, to limit pretextual stops consistent with public safety.

Ensuring Police Accountability Through Civilian Oversight

Civilian oversight is an important part of law enforcement accountability and, in turn, public safety. This year, the Board makes several recommendations to civilian oversight agencies (COAs) to aid in their review and address police misconduct rooted in racial and identity profiling.

Civilian oversight agencies (COAs) should:

- Explicitly incorporate the elimination of racial and identity profiling as part of efforts to increase public safety.
- Assess whether they possess the qualities of an effective civilian oversight entity, particularly the features of a robust COA that correlate with the elimination of racial and identity group bias in both high- and low-discretion interactions and expand or implement those factors consistent with their own model.
- Have timely and unfettered access to their agency's RIPA data and citizen complaint data, both in relation to all vehicle and pedestrian stops and citizen complaints alleging racial and identity profiling, and other information related to the matter being reviewed, with all appropriate confidentiality protections in place.
- Analyze RIPA data to identify any racial and identity disparities in policing practices and, if any exist, propose changes to policies and practices aimed at remedying these disparities and continue to monitor those disparities over time.
- Develop additional ways to use the RIPA data in a way that is consistent with their model and mission and look for ways to strengthen their existing model.

Improving Access to RIPA Data

Public access to the RIPA data is essential to the Board's work. To that end, the Board makes the following recommendation to the California Department of Justice.

The California Department of Justice (DOJ) should:

- Create a data dashboard of RIPA data that is accessible to the public.

AGENDA ITEM REPORT

Title: REAPPOINTMENT REQUEST ADVISORY COMMITTEE

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY	**REVIEWED BY** Manuel Alvarez, Jr.	
REPORT DATE 02/04/2026	**APPROVED BY**	**DATE APPROVED**
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

BACKGROUND:

ANALYSIS:

RECOMMENDATION:

- Request to reappoint Kathy Oborn to the POST Advisory Committee, as a representative for the California Association of Administration of Justice Educators (CAAJE).

ATTACHMENT(S):
Kathy_Oborn_Advisory_reappointment_request2025_Redacted.pdf

California Association of Administration of Justice Educators

Kathy Oborn
[redacted]

29 October 2025

Commissioner Geoff Long
State of California, Commission on Peace Officer Standards and Training
860 Stillwater Road, Suite 100
West Sacramento, California 95605

Dear Commissioner Long,

As endorsed and approved by the California Association of Administration of Justice Educators (CAAJE) Board, I wish to formally request to continue serving on the POST Advisory Committee as the representative of CAAJE.

I bring with me over three decades of experience teaching Criminal Justice and Crime Analysis in the California Community College system, as well as prior service as a police officer. Since 2017, I have also served as an adjunct professor in Criminology and Justice Studies at California State University, Northridge.

Since my appointment, I have greatly valued the opportunity to contribute as a member of the Advisory Committee and to serve as a conduit between law enforcement and academia. I look forward to continuing this role and to furthering the important work of the committee.

Thank you for your consideration,

Sincerely,

Kathy Oborn

CAAJE BOARD: President – Kathy Oborn, South Vice President – Mike Biggs, North Vice President – Jim Suits, Business Manager - Mike Reid
[redacted]

AGENDA ITEM REPORT

Title: REQUEST FOR REAPPOINTMENT OF THE CHAIR OF THE POST ADVISORY COMMITTEE

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Executive Office	
RESEARCHED BY	**REVIEWED BY**	
REPORT DATE	**APPROVED BY**	**DATE APPROVED**
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

BACKGROUND:

ANALYSIS:

RECOMMENDATION:

Request for Reappointment of Chief Jason Salazar as Chair of the POST Advisory Committee.

AGENDA ITEM REPORT

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

REPORT PROFILE

MEETING DATE 03/04/2026	**BUREAU SUBMITTING THE REPORT** Professional Conduct Central Bureau	
RESEARCHED BY Robert Tripp	**REVIEWED BY** Brian South	
REPORT DATE	**APPROVED BY** Manuel Alvarez, Jr.	**DATE APPROVED** 02/18/2026
PURPOSE	**FINANCIAL IMPACT** No	

ISSUE, BACKGROUND, ANALYSIS, & RECOMMENDATION

ISSUE:

The matter is before the Commission for review and action regarding the subject peace officer's certification status. The Commission shall return any determination requiring action to be taken against an individual's certification to the division, which shall initiate proceedings for a formal hearing before an administrative law judge in accordance with the Administrative Procedure Act (Chapter 5 (commencing with Section 11500) of Part 1 of Division 3 of Title 2 of the Government Code), which shall be subject to judicial review as set forth in that Act.

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 §830.1(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 Commission shall review recommendations made by the Peace Officer Standards Accountability Advisory Board (POSAAB) regarding, what action if any, should be taken, suspension or revocation, on the certification of the subject peace officer. The Commission's decision to adopt a recommendation by POSAAB to seek revocation shall require

a two-thirds vote of Commissioners present and shall be based on whether the record, in its entirety, supports POSAAB's conclusion that serious misconduct has been established by clear and convincing evidence. In any case in which the Commission reaches a different determination than POSAAB's recommendation, it shall set forth its analysis and reasons for reaching a different determination in writing.

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
POST2316280_Thakham_Kevin_February_2026_POSAAB_Agenda_Record.pdf
POST2316280_Thakham_Kevin_Board_Recommendation_Signed.pdf
POST2316280_Thakham_Kevin_Transcript_Board_02.05.26.pdf



INVESTIGATIVE SUMMARY AND FINDINGS

PEACE OFFICER NAME: Khammouane Kevin Thakham

POST ID NUMBER: A45-Q53

EMPLOYING AGENCY: Fresno Police Department

POST CASE NUMBER: POST2316280

WRITTEN BY: LEC Robert Tripp

DATE: 12/29/2025

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I. Executive Summary and Findings

On August 10, 2023 at 4:41 a.m., an anonymous male caller with a blocked number – who would be later identified as Fresno Police Department (FPD) Corporal Khammouane Kevin Thakham (hereinafter "Respondent") – contacted the FPD Communications Center non-emergency line to report an ongoing violent domestic disturbance. FPD officers responded to the address provided by the caller and made contact with a female resident (hereinafter "Victim 1") and her son (hereinafter "Victim 2"). The officers determined there was no disturbance.

On the following day at 10:08 p.m., the same caller again contacted the FPD Communications Center non-emergency line from a blocked number and reported another ongoing violent disturbance at the same address. At 10:26 p.m., the caller called back and reported he could now hear a male and female yelling and throwing things around, escalating the urgency of the situation. FPD officers responded, spoke with Victim 1 and Victim 2, canvassed other apartments for information, and determined there was no disturbance. Victim 1 and Victim 2 told responding officers they believed the calls were made by Respondent to harass them.

FPD opened an Internal Affairs (IA) investigation on August 16, 2023 and interviewed Respondent on October 10, 2023. Respondent admitted he was the anonymous caller, stating he placed the calls because Victim 1 had moved out of his residence without explanation and would not speak with him. He hoped the police response would prompt Victim 1 to "seek out to me for my opinions or my advice." Respondent confirmed none of the events he described in the call actually happened and stated he did not identify himself and blocked his number because he knew the call was not a legitimate call for service. The administrative investigation resulted in Respondent receiving a 160-hour suspension and demotion.

POST reviewed the FPD IA investigative report, Body Worn Camera (BWC) videos of the August 11, 2023 incident response, recordings of the three calls, and a recording of Respondent's interview with IA investigators. POST also interviewed the Respondent. This review confirmed that Respondent intentionally made a false report regarding an emergency which Respondent knew did not exist. In so doing, Respondent was dishonest and Respondent was in violation of California Penal Code Section 148.3(a).

II. Investigative Methodology

This report summarizes the findings related to allegations of serious misconduct. This investigation was conducted in accordance with the regulations and policies of the Commission on Peace Officer Standards and Training (POST). The investigation included a review of the FPD administrative investigation which included an interview of the subject officer. The investigation also included a review of the FPD response to the incidents on August 10 and 11, 2023, which documented contacts with the two victims.

POST analyzed the information obtained in this investigation using the clear and convincing evidence standard. For purposes of this report, clear and convincing evidence means "evidence of a charge is clear and convincing so long as there is a 'high probability' that the charge is true. The evidence need not establish a fact beyond a reasonable doubt."

This report is necessarily summary in nature and does not include every fact or issue that might be found in the underlying investigation and attachments. It does, however, contain reference to evidence that establishes the requisite facts and proves the serious misconduct charged by the clear and convincing evidence standard.

III. Respondent's Background

A. Respondent's Peace Officer Certificates and Employment

The table below sets forth Respondent's employment history:

Dates	Rank	Agency
08/16/1994 – 11/03/1996	Reserve Officer Level II	Fresno Police Department
11/04/1996 – Present	Police Officer	Fresno Police Department

Respondent is assigned POST ID A45-Q53. He received the following peace officer certificates from POST:

Certificate Type	*Certificate Number*	*Date Issued*
Basic	92819	09/11/1998
Intermediate	87364	09/12/2006
Advanced	74701	09/12/2006

B. Respondent's Service Record

When evaluating whether suspension or revocation is appropriate, California Penal Code section 13510.8(c)(5) and California Regulation section 1213(a)(5) provide that the Commission must consider Respondent's prior conduct, discipline and service record. The relevance and weight the Commission may choose to assign to a peace officer's prior conduct and service record will depend on the facts in each case.

Respondent has worked for the Fresno Police Department for more than 30 years, first as a reserve officer and then, from 1996 forward, as a police officer. He has more than

19 years of service on SWAT, with experience responding to life-threatening emergencies. Following his graduation from the Peace Officer Basic Course in 1995, he received 14 hours of POST credit for attending four domestic violence training courses, including a two-hour “Domestic Violence Update” course conducted on April 27, 2022. This course included topics such as "Behaviors Batterers Use to Instill Fear and Control Over their Partner" and "Stalking."

Respondent had no previous misconduct complaints on file with POST and had no disciplinary history in the five years prior to this incident. On January 15, 2025, Respondent received a Letter of Reprimand for failing to activate his Body Worn Camera (BWC) while driving Code 3 during an emergency response in which Respondent collided with another vehicle.

IV. Factual Background

Emergency Calls

On August 10, 2023 at 4:41 a.m., an anonymous male caller using a blocked number – later identified as the Respondent – contacted the FPD Communications Center non-emergency line to report a violent domestic disturbance. The caller provided the address and apartment number where the disturbance was taking place and described what appeared to be an unfolding assault requiring an urgent response:

> *I don’t want to get involved, but, uh, this female is screaming “Help me! Help me!” and there’s a lot of banging noise going on. And I know there’s a lot of – been a lot of traffic in and out. There should be a – a – a [Victim 1’s vehicle] parked in front of it. These people just moved in and there’s a lot of traffic, and now I hear screaming and yelling. A female yelling “Help me! Stop! Help me! Stop!”*[1]

The call lasted for 5 minutes and 51 seconds. As the call progressed, the caller indicated the situation remained dire. The caller stated, “Now she’s screaming again, ‘Help me!’”[2] The caller declined to provide his name or telephone number, expressing concern about “shady characters going to come back to me.”[3]

FPD dispatch designated the call as “Priority 0,” the highest priority call for service reserved for “emergencies with immediate need such as threat to life or crime in

[1] FPD Transcript of First Emergency Call, p. 1.
[2] FPD Transcript of First Emergency Call, p. 1.
[3] FPD Transcript of First Emergency Call, p. 2.

progress."[4] Eleven officers responded. At 4:55 a.m., officers made contact with the occupants of the apartment, Victim 1 and Victim 2, who had been asleep. Officers determined there was no disturbance. Officers asked Victim 2 if he knew who might have called the police. Victim 2 indicated the ex-boyfriend of Victim 1 might have made the call, but did not identify the ex-boyfriend by name.[5]

On the following day, the same anonymous male caller again called the FPD Communications Center non-emergency line from a blocked number. This call was placed at 10:08 p.m. and lasted 1 minute and 40 seconds. The caller described a situation similar to that reported on the previous day: a female was yelling for help during what appeared to be a domestic disturbance. The caller said the female was yelling "Stop!" multiple times.[6] The caller did not wish to provide his name.

Approximately 15 minutes later, at 10:26 p.m., the anonymous caller called the FPD a second time that evening. In this call, which lasted 1 minute and 33 seconds, the caller indicated that a male was now also screaming along with the female, and that they were "just throwing things around," including glass.[7] In response to the second call, the FPD raised the priority of the response from Priority 2 to Priority 1, the highest priority designation not requiring an immediate response, and the first units arrived at the apartment within 30 minutes. Responding units were informed by dispatch of the call on the previous day and were given criminal history check results for Victim 2 performed during that call.[8]

FPD Response and Victim Impact

The interaction between the victims and FPD was recorded on the BWC video of the responding officers. When officers arrived, Victim 2 was reluctant to allow officers access to the apartment as this was the second time officers knocked on his door at an unusual hour without apparent cause. In fact, FPD officers were at the door for more than three minutes before Victim 1 and Victim 2 allowed them inside the apartment.[9]

Victim 2 was concerned FPD officers knew the Respondent, who had been dating Victim 1 before breaking up the previous month. Victim 2 told officers he believed Respondent had directed the police to check on Victim 1 and thought "maybe you guys

[4] Fresno Police Neighborhood Watch, "When to call 911, Non-Emergency Police Line or use the FresGo App," https://www.makefresnosafer.org/blog/when-to-call-911-non-emergency-police-line-or-use-the-fresgo-app/#:~:text=The%20Fresno%20Police%20Department%20receives%20over% 20950%2C000,scene%2C%20this%20may%20be%20a%20two%20priority.

[5] IA Investigation Memo 2023-0056, p.p. 18-19; FPD Event Log 2308100278.

[6] FPD Transcript of Second Emergency Call, p. 1.

[7] FPD Transcript of Third Emergency Call, p. 1.

[8] FPD Event Log 2308111305; Final Order of Discipline, p. 2.

[9] Axon Body 3 Video 2023-08-11 2253 X60AA493V (Excerpt 2253-1), 22:52:52-22:56:13.

were friends, and trying to harass us."[10] Victim 2 expressed further concern about harassment from the Respondent. Victim 2 stated, "He call, like he send message threatening us. He come, he knock, he said he's gonna call the police and much more."[11]

Victims 1 and 2 provided FPD with additional justification for their suspicions that the Respondent was responsible for the calls for service. Regarding the call on the previous morning, Victim 2 stated Victim 1 attended a party on the prior evening and saw the Respondent at the same party. Victim 1 avoided Respondent and left the party around 1:00 in the morning. Approximately four hours later, the police came to their apartment, and one hour after they left, the Respondent called either Victim 1 or Victim 2. (Victim 2 stated, "he called," but did not specify whom.) Victim 2 regarded the timing of these events as more than coincidental and suspected the Respondent was responsible.[12]

Both victims also reported the Respondent had attempted to contact Victim 1 the evening before the current call for service. Victim 1 (using Victim 2 as a translator) told officers the Respondent had called her on the previous day and asked her to go out drinking with him. Victim 1 declined. Victim 1 stated four or five friends of the Respondent then called at the behest of the Respondent, also encouraging her to go out and spend time with the Respondent.[13] Again, based on the proximity of these interactions with the appearance of the FPD, both victims concluded Respondent was responsible for the present call for service as well.

Victim 2 provided additional examples of what he characterized as the Respondent's harassing behavior. Victim 2 stated the Respondent showed up at his apartment in the previous month and knocked on the door for approximately 30 minutes, until the neighbors came outside. While he was knocking, Respondent called Victim 2 approximately 20 times. When the FPD Officer asked Victim 2 why the Respondent was knocking and calling, Victim 2 stated:

> *Victim 2: Because, he already told us that if we don't go back – if she doesn't date him again, he's gonna do that…that's what I think.*
>
> *FPD Officer: That he's gonna do what?*

[10] Axon Body 3 Video 2023-08-11 2253 X60AA493V (Excerpt 2253-2), 22:59:47-22:59:53.
[11] Axon Body 3 Video 2023-08-11 2254 X60AA2296 (Excerpt 2254-1), 22:58:32-22:58:42.
[12] Axon Body 3 Video 2023-08-11 2254 X60AA2296 (Excerpt 2254-3), 23:12:40-23:14:32.
[13] Axon Body 3 Video 2023-08-11 2356 X60AA493V, 23:58:16 – 23:59:10 (Excerpt 2356-1); Axon Body 3 Video 2023-08-11 2253 X60AA493V (Excerpt 2253-3), 23:12:25 – 23:13:46.

Victim 2: He's gonna, um, harass my mom back, like stalking, harassment, you know what I mean? Like, like uh, doesn't leave her alone, like harassment, [u/i] calling, stalking.[14]

Victim 2 also showed responding officers a text message he received from Respondent on August 5, 2023, in which Respondent wrote, "Please I want you guys to come back to my life. I'll give you my house and everything I have. I'll do whatever it takes to take care of your mom and you guys. I'll sign all the paperwork to prove my commitment. I love your mom a lot. Im [*sic*] sorry for everything but please come back!!"[15] While describing the situation to the FPD officer, Victim 2's body language and tone of voice reflected discomfort: he moved from speaking to the officers in a relaxed tone with his arms crossed to gesticulating with both hands; his facial expression changed; and his voice changed in pitch and emphasis. Victim 2 stated "we don't even know why he want to give anything to us. I don't even know why, I just don't know why."[16]

Victim 1 stated through a telephone contact who was translating that she was very stressed out from the entire situation.[17]

The officers contacted six other neighbors in the apartment building and confirmed there had been no disturbance. The officers completed their investigation sometime after midnight and cleared the scene.[18]

Respondent Interviews

On October 10, 2023, FPD IA investigators interviewed Respondent and played recordings of the anonymous calls placed to the FPD Communications Center on August 10, 2023 and August 11, 2023. Respondent admitted he placed the calls. He stated Victim 1 broke off their relationship very suddenly without telling him why. When he saw her at social functions, she pretended everything was fine and that they were still in a relationship, but when he tried to call her, she refused to take his calls. The situation upset the Respondent. He said, "All I want to do is talk to her" and discuss their relationship.[19]

Respondent stated he had placed the calls to the Communications Center to elicit or provoke communication from Victim 1. He said, "that was my thought process, get her response and maybe again, seek out some, seek out to me for my opinions or my advice." He confirmed he hoped the victim would reach out to him to ask for help if the

[14] Axon Body 3 Video 2023-08-11 2254 X60AA493V (Excerpt 2254-2), 23:07:28-23:08:05.
[15] Text Image 6477.
[16] Axon Body 3 Video 2023-08-11 2254 X60AA2296 (Excerpt 2254-4), 23:15:28-22:16:08.
[17] Axon Body 3 Video 2023-08-11 2253 X60AA493V (Excerpt 2253-4), 23:13:46-23:14:25.
[18] FPD Event Log 2308111305.
[19] FPD IA Thakham Interview Transcript, p. 4.

police came to her apartment. Respondent understood the call he made would generate a police response. He confirmed none of the events he described in his call to the FPD had actually happened.[20]

Respondent stated that he did not identify himself during the calls because he knew people could call the police anonymously and he knew the calls were not legitimate. Respondent confirmed he blocked his phone number when he made the calls to hide his identity. Respondent also confirmed he knew his call would generate an emergency response, and that it was a crime to make a false report of an emergency.[21]

Respondent confirmed this account in an interview with POST conducted on November 6, 2025. Respondent stated he knowingly placed the calls to the FPD Communications Center to initiate a police response which he hoped would prompt Victim 1 to contact him; the situation he reported in the calls did not happen; and he knew placing such calls was wrong, which is why he deliberately blocked his caller-ID number to conceal his identity before placing the calls.[22]

Administrative Investigation and Discipline

Based on a review of the calls for service on August 10, 2023 and August 11, 2023, FPD opened an IA investigation on August 16, 2023. That investigation, completed on October 11, 2023, sustained two allegations against Respondent. First, in violation of FPD policy 341.2.5(aa), *Violating Any Misdemeanor Statute*, the IA investigative report noted "Thakham agreed that he was in violation of Penal Code 148.3(a) by falsely reporting an emergency" and sustained the allegation that he violated a misdemeanor statute. Second, in violation of FPD policy 341.2.5(ac), *Unbecoming Conduct On-Duty Or Off-Duty*, the investigation report noted "Thakham's decision to abuse emergency services for personal gain reflected poorly on the Department" and sustained the allegation that Thakham engaged in conduct unbecoming an officer.[23]

By letter dated November 13, 2023, Respondent was proposed for termination for violating the two aforementioned policies, as well as for violating Fresno Municipal Code Section 3-286(a), *Malfeasance, Misconduct, Incompetence, Inefficiency, or Failure to Perform Duties of the Position or Observe Established Rules and Regulations*; Fresno Municipal Code Section 3-286(b), *Malfeasance and Misconduct*; and Fresno Police Department Policy 341.1.2, *Integrity*.[24] On March 28, 2024, following a *Skelly* hearing conducted earlier that year, FPD imposed a 160 hour suspension and demoted Respondent from his Corporal assignment. FPD also imposed a Last Chance

[20] FPD IA Thakham Interview Transcript, p.p. 5, 8.
[21] FPD IA Thakham Interview Transcript, p.p. 5-6, 8.
[22] POST Thakham Interview Transcript, p.p. 9-10, 12, 15.
[23] IA Investigation Memo 2023-0056, p.p. 28-29.
[24] Final Order of Discipline, Attachment 1.

Agreement on Respondent which was effective for the duration of his employment. [25] Respondent signed the agreement and did not appeal this decision.

FPD notified POST of the serious misconduct allegation pertaining to these incidents on August 16, 2023. FPD provided the completed IA investigation memo to POST on February 6, 2025.

V. Analysis and Findings

A. Does the alleged conduct violate Penal Code section 13510.8(b)(1) and POST Regulation 1205(a)(1) – Dishonesty?

Penal code section 13510.8(b)(1) defines the serious misconduct of dishonesty as follows: *Dishonesty relating to the reporting, investigation, or prosecution of a crime, or relating to the reporting of, or investigation of misconduct by, a peace officer or custodial officer, including, but not limited to, false statements, intentionally filing false reports, tampering with, falsifying, destroying, or concealing evidence, perjury, and tampering with data recorded by a body-worn camera or other recording device for purposes of concealing misconduct.*

POST Regulation 1205(a)(1) defines the serious misconduct of dishonesty as follows: *Dishonesty relating to the reporting, investigation, or prosecution of a crime, or relating to the reporting of, or investigation of misconduct by, a peace officer or custodial officer, including, but not limited to, false statements, intentionally filing false reports, tampering with, falsifying, destroying, or concealing evidence, perjury, and tampering with data recorded by a body-worn camera or other recording device for purposes of concealing misconduct. For purposes of this subsection, in considering whether a suspension or revocation of certification is proper, the Commission will consider the extent to which the dishonesty related to a material or significant fact in the context of the statement or omission alleged to be dishonest, and will also consider whether the dishonesty appears to have been done willfully or intentionally, with the intent to deceive.*

That the Respondent placed the three anonymous calls is not in dispute. The Respondent's voice was captured in recordings of the calls made by the FPD; the victims suspected Respondent was the caller, based on other communications with the Respondent; and – most definitively – the Respondent admitted he was the anonymous caller during interviews with FPD IA investigators and with POST.

That the reports made by the Respondent in the three calls were false is also not in dispute. When FPD responded on the morning of August 10, 2023 to the location provided by the Respondent, they determined the residents at this location, Victim 1 and

[25] Final Order of Discipline, covering memo and p.p. 1-4.

Victim 2, had been sleeping and no disturbance had occurred.[26] When FPD responded on the evening of August 11, 2023, they again made contact with Victim 1 and Victim 2 as well as with other neighbors in the apartment complex, and again determined no disturbance had taken place.[27] Respondent subsequently admitted he was at his home when he placed the calls, had no knowledge of a domestic disturbance, and nothing he described in the calls was accurate. [28]

The inaccuracies in the three calls were not the result of accident or chance, but rather were deliberate falsehoods constructed by the Respondent for a self-serving purpose: to compel a former domestic partner into communicating with him and, he hoped, resume the relationship. The Respondent admitted this to FPD IA investigators and to POST. He stated he placed the calls to generate a police response that would be so problematic for Victim 1 that she would reach out to him and seek his help. As he stated to POST, Respondent intended for Victim 1 to "reach out and ask…for [Respondent's] advice and…hopefully…come back."[29]

The clear and convincing evidence establishes with high probability that the Respondent made false statements related to the reporting of a crime. This dishonesty was not incidental, but rather consisted of material and significant facts. Indeed, the entire substance of the three aforementioned telephone reports of a violent disturbance was fabricated. The dishonesty was also intentional, unfolding over the course of approximately 41 hours as part of a plan to deceive the FPD into an emergency response, thereby manipulating a former domestic partner into resuming a relationship with the Respondent. The Respondent made these false statements despite his knowledge that any emergency response entails a potential risk for responding officers and the public.[30] In light of these circumstances, the Respondent violated Penal Code section 13510.8(b)(1) and Commission Regulation 1205(a)(1), Dishonesty.

B. Does the alleged conduct violate Penal Code section 13510.8(b)(6) and POST Regulation 1205(a)(6) – Acts that Violate the Law?

Penal Code section 13510.8(b)(6) defines the serious misconduct of Acts that Violate the Law as follows: *Acts that violate the law and are sufficiently egregious or repeated as to be inconsistent with a peace officer's obligation to uphold the law or respect the rights of members of the public, as determined by the commission.*

[26] FPD Event Log 2308100278.
[27] FPD Incident Report 2308111305.
[28] FPD IA Thakham Interview Transcript p. 5 and 7; POST Thakham Interview Transcript p. 9 and 11.
[29] FPD IA Thakham Interview Transcript, p. 5; POST Thakham Interview Transcript p. 10.
[30] FPD IA Thakham Interview Transcript, p. 6; POST Thakham Interview Transcript, p. 19.

POST Regulation 1205(a)(6) defines the serious misconduct of Acts that Violate the Law as follows: *Acts that violate the law and are sufficiently egregious or repeated as to be inconsistent with a peace officer's obligation to uphold the law or respect the rights of members of the public, as determined by the Commission.*

As established above by clear and convincing evidence, the Respondent was responsible for making multiple false reports to the FPD regarding an ongoing domestic disturbance. During the calls, Respondent emphasized the urgent nature of a situation involving what he presented to the dispatcher as an ongoing violent assault. In the call placed on August 10, 2023, the caller stated "this female is screaming 'Help me! Help me!' and there's a lot of banging noise going on….now I hear screaming and yelling. A female yelling "Help me! Stop! Help me! Stop!"[31] In the first call placed on the following evening, the caller reiterated a woman was "screaming and yelling…saying something like 'stop.'"[32] The Respondent called FPD dispatch back approximately 15 minutes after the first call to emphasize the urgency. Now he claimed he could hear "things thrown around, like glass….It's bad."[33]

When he placed the three calls, Respondent had nearly 29 years of experience with the FPD, including approximately 19 years on the SWAT team where he gained extensive experience handling police emergencies. Respondent confirmed in his POST interview that he was familiar with Fresno emergency call prioritization, with "zero" calls representing the most urgent situations and higher number designations representing decreasingly urgent situations.[34] In discussing his anonymous reports, Respondent told POST he believed that FPD dispatch would designate the situation as a zero priority, prompting an emergency response from FPD officers.[35]

California Penal Code Section 148.3(a) states that any individual making a report "to any city, county, city and county, or state department, district, agency, division, commission, or board, that an 'emergency' exists, knowing that the report is false, is guilty of a misdemeanor…" California Penal Code Section 148.3(c) defines "emergency" as any condition that results in, or could result in, the response of a public official in an authorized emergency vehicle. The clear and convincing evidence affirms the Respondent knew he was calling a city department; that he knew his report was false; and that he knew the situation he described would be considered an emergency, resulting in a response by police to the victims' residence.

[31] FPD First Call Transcript, p. 1.
[32] FPD Second Call Transcript, p. 1.
[33] FPD Third Call Transcript, p. 1.
[34] POST Thakham Interview Transcript, p. 12.
[35] POST Thakham Interview Transcript, pp. 15-16.

In his interview with POST, the Respondent stated he did not know the legality of his actions at the time he placed the calls. These false reports were clear violations of law, however. The Respondent took deliberate actions to conceal his identity by blocking his caller ID when he placed the calls and by declining to give his name to the FPD dispatcher, and he stated he did so because he knew his actions were improper.[36]

A violation of California Penal Code Section 148.3(a) is a misdemeanor charge. Although criminal charges were not filed against the Respondent, his illegal acts were egregious because they were repeated and because he used his knowledge of the police response process to coerce a vulnerable member of the public. In addressing the urgent call for service placed by Respondent, the responding officers unwittingly participated in Respondent's scheme to compel Victim 1 to contact him and ultimately resume a relationship. While they were doing this, the officers were not available to assist the public with genuine calls for service. Moreover, as Respondent acknowledged in his POST interview, his actions were "a category of domestic violence or domestic harassment," and that Respondent would have conducted an investigation if he received a call for service involving a fact pattern similar to this incident.

The clear and convincing evidence – consisting of the Respondent's knowledge of police practices, California law, and his own statements – demonstrates with high probability that the Respondent committed acts that violate the law and were sufficiently egregious or repeated as to be inconsistent with his obligation to uphold the law and respect the rights of members of the public when he made false emergency reports three times in 41 hours, constituting serious misconduct in violation of California Penal Code Section 13510.8 (b)(6) and Title 11, California Code of Regulations Section 1205 (a)(6) – Acts that Violate the Law.

VI. Supporting Evidence

Evidence	**Attachment**
Executive Review and Division Recommendation	A
Respondent's EDI Profile	B
IA Investigation Memo 2023-0056 Excerpts	C
Final Order of Discipline	D
First Emergency Call	E
FPD First Emergency Call Transcript	F
Second Emergency Call	G

[36] POST Thakham Interview Transcript, p. 12.

Evidence	Attachment
FPD Second Emergency Call Transcript	H
Third Emergency Call	I
FPD Third Emergency Call Transcript	J
FPD Incident Report 2308111305	K
FPD Event Log 2308100278	L
FPD Event Log 2308111305	M
FPD IA Thakham Interview Transcript Excepts	N
POST Thakham Interview Transcript Excerpts	O
FPD Domestic Violence Training Outline	P
Text Image 6477	Q
Axon Body 3 Video 2023-08-11 2253 X60AA493V, Excerpt 2253-1	R
Axon Body 3 Video 2023-08-11 2253 X60AA493V, Excerpt 2253-2	S
Axon Body 3 Video 2023-08-11 2253 X60AA493V, Excerpt 2253-3	T
Axon Body 3 Video 2023-08-11 2253 X60AA493V, Excerpt 2253-4	U
Axon Body 3 Video 2023-08-11 2254 X60AA2296, Excerpt 2254-1	V
Axon Body 3 Video 2023-08-11 2254 X60AA2296, Excerpt 2254-2	W
Axon Body 3 Video 2023-08-11 2254 X60AA2296, Excerpt 2254-3	X
Axon Body 3 Video 2023-08-11 2254 X60AA2296, Excerpt 2254-4	Y
Axon Body 3 Video 2023-08-11 2356 X60AA493V, Excerpt 2356-1	Z
Fresno Police Neighborhood Watch, “When to Call 911”	AA

VII. Findings

Based on POST’s investigation reasonable grounds exist to submit this case to the Peace Officer Standards Accountability Advisory Board and the POST Commission for consideration of revocation or suspension pursuant to Penal Code 13510.8.

Commission on Peace Officer Standards and Training
860 Stillwater Road, Suite 100, West Sacramento, CA 95605-1603
(916) 227-3909 • www.post.ca.gov

EXECUTIVE REVIEW & PEACE OFFICER STANDARDS ACCOUNTABILITY DIVISION RECOMMENDATION

DATE: November 26, 2025

CASE #: POST2316280

PEACE OFFICER: Khammouane Kevin Thakham

POST ID#: A45-Q53

AGENCY: Fresno Police Department

POST CONSULTANT / BC: Robert Tripp / Brian South

ALLEGATION(S):

California Code of Regulations Title 11 § 1205(a)(1) -- Dishonesty

California Code of Regulations Title 11 § 1205(a)(6) -- Acts that Violate the Law

On August 10, 2023 at 4:41 a.m., Fresno Police Department (FPD) Corporal Khammouane Kevin Thakham called the FPD Communications Center and falsely reported a female victim was being assaulted in a domestic violence incident. Thakham stated the incident was happening at an apartment then occupied by his ex-girlfriend (Victim). To conceal his identity, Thakham made the call from a blocked number and declined to provide his name.

Thakham wanted to resume communications with Victim, who curtailed contact with him after their relationship ended approximately one month prior to the call. He believed Victim would call him if she had a problem with the police, and he believed his false report would prompt a police response to Victim's residence.

When Victim did not reach out to him after the first call, Thakham placed two additional calls on the following day at 10:08 p.m. and 10:26 p.m., again falsely reporting a female was being assaulted in a domestic violence incident. Responding officers determined no such incident took place and identified Thakham as the possible source of the false report. During the subsequent Internal Affairs investigation and POST serious misconduct investigation, Thakham admitted he made the three false reports.

Thakham was dishonest when he deliberately submitted a false report to the FPD. Thakham also violated the law, specifically California Penal Code § 148.3(a), which makes it a crime to report an "emergency" to a government agency, knowing that report is false.

The Peace Officer Standards Accountability Division, Certification Executive Review Panel has reviewed the above referenced case involving alleged serious misconduct and has determined the following:

☒ There are reasonable grounds for suspension or revocation of a peace officer's certification.

POST determined clear and convincing evidence exists to show Respondent committed serious misconduct as defined in Penal Code § 13510.8(b)(1) and Title 11, California Code of Regulations 1205(a)(1) -- Dishonesty; and Penal Code § 13510.8(b)(6) and Title 11, California Code of Regulations 1205(a)(6) -- Acts that Violate the Law as a result of the three false emergency reports made to the Fresno Police Department on August 10, 2023 and August 11, 2023.

William Darden Chief Legal Counsel	Signature	11/25/25 Date
Annemarie Del Mugnaio Assistant Executive Director	Signature	11/26/2025 Date
Manny Alvarez Executive Director	Signature	12/01/2025 Date

cc: Brian South

cc: Jason Morlock

cc: Chandler Knapp

POST PROFILE NAME:

THAKHAM, KHAMMOUANE KEVIN

CALIFORNIA COMMISSION ON **POST**

Certification Status: Active

AKA: N/A

DATE: 08/22/2025

PERSONAL IDENTIFICATION

POST I.D.	Agency	Birth Date	Gender	Race/Ethnicity
A45-Q53	FRESNO PD	[redacted]	[redacted]	[redacted]

CERTIFICATES AWARDED

Cert No.	Type	Awarded	Education	T	T+	Comments
92819	B	09/11/1998		35.00	0.00	
87364	I	09/12/2006	54			[redacted]
74701	A	09/12/2006	54	30.00	8.00	[redacted]

Total Number of Certificates: 3

EMPLOYMENT

Hired From	To	R*	Rank	Rank Date	Agency	Agency Name	F/P	P/U	Seas
08/16/1994	11/03/1996	1	RII	08/16/1994	10050	FRESNO PD	P	U	
11/04/1996			PO	11/04/1996	10050	FRESNO PD	F	P	

***Reason for Separation: 1 = Resigned**

POST CERTIFIED TRAINING

Comp Date	Cat	CCN	Hrs	Rmb	Cmp	Agency	School	*	Course Name
05/03/1994	O	3550-80100-93-006	64		Y	60000	FRESNO C C		ARREST & FIREARMS
06/23/1994	O	3550-80420-93-003	96	X	Y	60000	FRESNO C C		RESERVE TRAINING MODULE B
11/30/1995	A	3550-00110-94-001	709	X	Y	10050	FRESNO C C		BASIC COURSE-EXTENDED
11/19/1996	K	1520-20310-96-001	16		Y	10050	FRESNO PD		DRUG ALCOHOL RECOGNITION, UPD
06/10/1998	K	8390-33680-97-028	8		Y	10050	UPRRPD		TRAFFIC COLLISION-R/R CROSSING
08/20/1998	K	1520-22415-98-001	20	R	Y	10050	FRESNO PD		OFFICER SAFETY/FIELD TACTICS
09/30/1998	K	1520-30000-98-001	2	X	Y	10050	FRESNO PD		TELECOURSE
10/20/1998	K	1520-29900-98-059	4		Y	10050	FRESNO PD		S&K-EXPANDABLE BATON
12/04/1998	K	9070-32345-98-019	8	R	Y	10050	GTA		DOMESTIC VIOLENCE/1ST RESPDR.
12/17/1998	K	1520-25520-98-001	10	X	Y	10050	FRESNO PD		IVD-DRUG ID AND THE LAW
01/26/1999	K	1520-29900-98-045	8		Y	10050	FRESNO PD		S&K-AUTO THEFT UPDATE
02/04/1999	K	1520-29900-98-046	4		Y	10050	FRESNO PD		
02/04/1999	K	1520-29900-98-047	4		Y	10050	FRESNO PD		S&K-LATENT PRINT UPDATE
02/23/1999	K	1520-29900-98-052	8		Y	10050	FRESNO PD		S&K-DEFENSIVE TACTICS
03/11/1999	K	1520-23820-98-004	32		Y	10050	FRESNO PD		BICYCLE PATROL
03/12/1999	K	1520-29900-98-069	8		Y	10050	FRESNO PD		S&K-NEIGHBORHOOD P.O. UPDATE
05/14/1999	K	3550-31445-98-001	16		Y	10050	FRESNO C C		INTERVIEW & INTERROGATION TECH
05/28/1999	K	1520-29900-98-102	4		Y	10050	FRESNO PD		S&K-FIELD AUTOMATION UPDATE
08/05/1999	K	1520-21185-99-020	10	R	Y	10050	FRESNO PD		USE OF FORCE UPDATE
10/01/1999	K	1520-22430-99-002	40		Y	10050	FRESNO PD		PROBLEM ORIENTED POLICING
11/23/1999	K	1520-29900-99-018	4		Y	10050	FRESNO PD		S&K-CROWD MANAGE./RIOT CONTROL
03/10/2000	K	1520-21015-99-002	40		Y	10050	FRESNO PD		DEFENSIVE TACTICS UPDATE
04/19/2000	K	1520-29900-99-045	8		Y	10050	FRESNO PD		S&K-SEARCH WARRANTS
05/04/2000	K	1520-29900-99-037	3		Y	10050	FRESNO PD		S&K-WORKPLACE CONDUCT
09/07/2000	K	1520-22304-00-001	24		Y	10050	FRESNO PD		COMMUNITY POLICING, ADV.
09/14/2000	K	1520-33720-00-002	16		Y	10050	FRESNO PD		VICE ENFORCEMENT FOR PATROL
11/02/2000	K	1520-20801-00-004	40	R	Y	10050	FRESNO PD		CRISIS INTERVENTION
11/30/2000	K	3550-31465-00-002	16		Y	10050	FRESNO C C		INTERVIEW & INTERROGATION, ADV
12/02/2000	K	1520-29900-00-019	10		Y	10050	FRESNO PD		S&K-RAPID INTERVENTION
04/17/2001	K	1520-32175-00-004	20	R	Y	10050	FRESNO PD		FIREARMS/TCTL RIFLE-1ST RESP.
05/03/2001	K	1010-21115-00-006	24	R	Y	10050	ALAMEDA SO		DRIVER TRAINING UPDATE
05/08/2001	K	4890-23272-00-200	8	R	Y	10050	M TOLERNCE		CULT. DIV.-TOOLS FOR TOLERANCE

POST CERTIFIED TRAINING *continued*

Comp Date	Cat	CCN	Hrs	Rmb	Cmp	Agency	School	*	Course Name
05/31/2001	K	1520-30995-00-008	4		Y	10050	FRESNO PD		LESS LETHAL WEAPONS
06/22/2001	K	1520-29900-00-054	4		Y	10050	FRESNO PD		S&K-SEXUAL HAASSMENT/HOST WORK
06/22/2001	K	1520-29900-00-064	4		Y	10050	FRESNO PD		S&K-LESS LETHAL WEAPON
07/13/2001	K	1320-29900-01-002	5	X	Y	10050	CLOVIS PD		S&K-PURSUIT INTERVEN TECH
01/08/2002	K	1520-29900-01-006	10		Y	10050	FRESNO PD		S&K-SURVEILLANCE TECH
08/27/2002	K	1520-20985-02-022	4		Y	10050	FRESNO PD	*	DRIVER TRAINING-SIMULATOR
09/20/2002	K	4100-23000-02-001	80	R	Y	10050	MONTEREY C		SPECIAL WEAPONS & TACTICS
05/12/2003	K	1520-29900-02-043	8		Y	10050	FRESNO PD		S&K-FIELD AUTOMATION UPDATE
06/06/2003	K	3550-40160-02-001	8		Y	10050	FRESNO C C		ETHICAL DILEMMAS/PUBLIC SAFETY
09/11/2003	K	1520-21165-03-003	8		Y	10050	FRESNO PD		DRIVER TRNG (EVOC) UPD (PIT)
11/28/2003	K	1520-21065-03-019	4		Y	10050	FRESNO PD	*	FORCE OPTION-SIMULATOR
03/05/2004	K	9260-33020-03-006	36	R	Y	10050	DOJ		DIGNITARY SECURITY
06/09/2004	K	1520-23282-03-027	5		Y	10050	FRESNO PD		RACIAL PROFILING
05/24/2005	K	3550-31767-04-016	16		Y	10050	FRESNO C C		WMD/L.E. FIELD RESPONSE
07/15/2005	K	1520-29706-05-002	24		Y	10050	FRESNO PD	*	PSP: FIRST AID/CPR/LEGAL UPD
11/21/2005	K	1076-21920-05-001	16		Y	10050	NATRNGCON		DIVERSIONARY DEVICES - INSTR.
01/13/2006	K	3550-22085-05-001	16		Y	10050	FRESNO C C		BATON INSTR.-EXPANDABLE
04/10/2006	K	9680-23031-05-001	4		Y	10050	FBI-SACTO		SWAT/MOBILE TACTICAL ASSAULT
04/10/2006	K	9680-23032-05-001	4	X	Y	10050	FBI-SACTO		TACTICAL BUS ASSAULT-SWAT
04/11/2006	K	9680-32065-05-001	8		Y	10050	FBI-SACTO		FIREARMS/TCTL HANDGUN ADV(BF)
10/27/2006	K	1520-31786-06-019	4	X	Y	10050	FRESNO PD		WMD/L.E. FIELD RESPONSE UPDATE
10/27/2006	K	1520-20108-06-019	4	X	Y	10050	FRESNO PD		TERRORISM/LERT W/PREREQUISITE
04/03/2007	K	1520-21771-06-010	4		Y	10050	FRESNO PD		FIRST AID/CPR REFRESHER
04/03/2007	K	1520-31786-06-029	4	X	Y	10050	FRESNO PD		WMD/L.E. FIELD RESPONSE UPDATE
04/03/2007	K	1520-31583-06-010	2		Y	10050	FRESNO PD		BLOODBORNE PATHOGENS
04/04/2007	K	1520-21135-06-014	10		Y	10050	FRESNO PD	*	DRIVER AWARENESS UPDATE
04/05/2007	K	1520-22111-06-010	2		Y	10050	FRESNO PD		LEGAL UPDATE/PATROL
04/05/2007	K	1520-22405-06-010	5		Y	10050	FRESNO PD		OFCR. SAFETY/FIELD TACTICS UPD
04/05/2007	K	1520-29505-06-010	2		Y	10050	FRESNO PD	*	INTCOM(PSP)
04/06/2007	K	1520-32095-06-010	9		Y	10050	FRESNO PD	*	FIREARMS/TACTICAL HANDGUN
06/30/2007	K	1520-29000-06-159	2	X	Y	10050	FRESNO PD		PURSUIT DRIVING UPDATE
03/09/2009	K	1520-21135-08-007	4		Y	10050	FRESNO PD	*	DRIVER AWARENESS UPDATE
03/11/2009	K	1520-20901-08-008	2	X	Y	10050	FRESNO PD		MENTAL ILLNESS AWARENESS REFRESHER
03/11/2009	K	1520-22111-08-007	2	X	Y	10050	FRESNO PD		LEGAL UPDATE/PATROL
03/11/2009	K	1520-32095-08-007	6		Y	10050	FRESNO PD	*	FIREARMS/TACTICAL HANDGUN
03/12/2009	K	1520-22273-08-007	10		Y	10050	FRESNO PD		SEARCH & SEIZURE UPD.
03/13/2009	K	1520-23287-08-007	2	X	Y	10050	FRESNO PD		RACIAL PROFILING UPDATE
03/13/2009	K	1520-21771-08-007	4	X	Y	10050	FRESNO PD		FIRST AID/CPR REFRESHER
03/13/2009	K	1520-31583-08-024	2	X	Y	10050	FRESNO PD		BLOODBORNE PATHOGENS
04/02/2009	K	9180-25554-08-276	2	X	Y	10050	POST	*	COMMUNICATION: KEEPING YOUR EDGE (WEB)
09/09/2009	K	1520-40132-09-019	4	X	Y	10050	FRESNO PD		ETHICS/CHARACTER & COMMUNICATION
01/14/2010	K	1025-24015-09-001	36	R	Y	10050	I.T.R.		CANINE/SWAT DEPLOYMENT
03/11/2010	K	1520-29504-09-014	2	X	Y	10050	FRESNO PD	*	TACCOM(PSP)
03/11/2010	K	1520-32343-09-015	2		Y	10050	FRESNO PD		DOMESTIC VIOLENCE UPDATE
03/11/2010	K	1520-21779-09-014	2		Y	10050	FRESNO PD		CPR REFRESHER
03/11/2010	K	1520-23090-09-016	4		Y	10050	FRESNO PD		ELECTRONIC WEAPONS
03/12/2010	K	1520-21025-09-027	5		Y	10050	FRESNO PD	*	ARREST/CONTROL TECHN UPD
10/22/2010	K	1520-21185-10-021	6	R	Y	10050	FRESNO PD		USE OF FORCE UPDATE
12/03/2010	K	9680-23011-10-001	24	R	Y	10050	FBI-SACTO		SPECIAL WEAPONS & TACTICS, UPD

POST CERTIFIED TRAINING *continued*

Comp Date	Cat	CCN	Hrs	Rmb	Cmp	Agency	School	*	Course Name
03/15/2011	K	1520-21165-10-013	8	R	Y	10050	FRESNO PD		DRIVER TRNG (EVOC) UPD (PIT)
03/25/2011	K	1199-20117-10-003	24	X	Y	10050	SROHS		TERRORISM LIAISON OFFICER (TLO) - INTERMEDIATE
08/10/2011	K	1520-29509-11-003	16	R	Y	10050	FRESNO PD	*	ARSTCTL/FIREARM/DRVTNG/TACCOM(
08/11/2011	K	1520-21771-11-003	4	X	Y	10050	FRESNO PD		FIRST AID/CPR REFRESHER
08/11/2011	K	1520-23287-11-003	2	X	Y	10050	FRESNO PD		RACIAL PROFILING UPDATE
01/19/2012	K	1520-21165-11-015	8	R	Y	10050	FRESNO PD		DRIVER TRNG (EVOC) UPD (PIT)
02/02/2012	K	1520-21185-11-003	9	R	Y	10050	FRESNO PD		USE OF FORCE UPDATE
01/30/2013	K	1520-31480-12-001	24		Y	10050	FRESNO PD		DETECTIVE SCHOOL
02/21/2013	K	9590-31434-12-002	8	X	Y	10050	BATI		INTERVIEWING FOR FIRST RESPONDERS
05/14/2013	K	1520-29502-12-023	8	R	Y	10050	FRESNO PD	*	DRIVING(PSP)
11/26/2013	K	1520-29509-13-028	16	R	Y	10050	FRESNO PD	*	ARSTCTL/FIREARM/DRVTNG/TACCOM(
11/27/2013	K	1520-22405-13-028	8		Y	10050	FRESNO PD		OFFICER SAFETY/FIELD TACTICS UPDATE
02/14/2014	K	7140-31445-13-006	40	R	Y	10050	I&I INSTIT	*	INTERVIEW & INTERROGATION
03/21/2014	K	1520-21185-13-008	9	R	Y	10050	FRESNO PD		USE OF FORCE UPDATE
05/16/2014	K	1520-21165-13-010	8	R	Y	10050	FRESNO PD		DRIVER TRNG (EVOC) UPD (PIT)
12/02/2014	K	1520-20901-14-002	4		Y	10050	FRESNO PD		MENTAL ILLNESS AWARENESS REFRESHER
10/01/2015	K	1520-29509-15-007	16	R	Y	10050	FRESNO PD	*	ARSTCTL/FIREARM/DRVTNG/TACCOM(
03/29/2016	K	1520-32343-15-024	2		Y	10050	FRESNO PD		DOMESTIC VIOLENCE UPDATE
03/29/2016	K	1520-22484-15-026	2		Y	10050	FRESNO PD		COPPS UPDATE
03/29/2016	K	1520-21955-15-024	2		Y	10050	FRESNO PD		CROWD CONTROL UPDATE
03/31/2016	K	1520-29000-15-260	2	X	Y	10050	FRESNO PD		BIAS BASED POLICING: REMAINING FAIR & IMPARTIAL
05/24/2016	K	1520-21185-15-014	9	R	Y	10050	FRESNO PD		USE OF FORCE UPDATE
03/31/2017	K	3550-21640-16-002	40	R	Y	10050	FRESNO C C		FIREARMS INSTRUCTOR
07/11/2017	K	1520-21798-17-001	8	R	Y	10050	FRESNO PD		FIRST AID/CPR UPDATE
07/13/2017	K	1520-29509-17-001	16		Y	10050	FRESNO PD	*	ARSTCTL/FIREARM/DRVTNG/TACCOM
03/14/2018	G	9180-12514-17-002	7	X	Y	10050	POST		LEGAL ISSUES
12/07/2018	K	3550-31725-18-003	40	R	Y	10050	FRESNO C C		FIELD TRAINING OFFICER
05/15/2019	K	1520-23287-18-017	2	X	Y	10050	FRESNO PD		RACIAL PROFILING UPDATE
06/04/2019	K	1520-21797-18-008	8	X	Y	10050	FRESNO PD		FIRST AID/CPR/AED REFRESHER
06/06/2019	K	1520-29509-18-042	16	R	Y	10050	FRESNO PD	*	ARSTCTL/FIREARM/DRVTNG/TACCOM
07/01/2020	K	1520-29480-19-004	24	R	Y	10050	FRESNO PD	*	FIREARMS-STRIKER FIRED TRANSITION COURSE
09/03/2021	K	3550-31715-21-001	24	R	Y	10050	FRESNO C C		FIELD TRAINING OFFICER UPDATE
10/27/2021	K	1368-20701-21-009	8	R	Y	10050	WYSM	*	PROCEDURAL JUSTICE
12/22/2021	K	1520-29571-21-022	16	R	Y	10050	FRESNO PD	*	ARSTCTL/FIREARMS/STRATCOM/DRVTG(PSP)
04/27/2022	K	1520-32343-21-001	2	R	Y	10050	FRESNO PD		DOMESTIC VIOLENCE UPDATE
06/08/2022	K	1520-21797-21-043	8	R	Y	10050	FRESNO PD		FIRST AID/CPR/AED REFRESHER
09/14/2022	K	1520-29580-22-006	8	R	Y	10050	FRESNO PD	*	USE OF FORCE (PSP)
05/08/2024	K	1520-21797-23-034	8		Y	10050	FRESNO PD		FIRST AID/CPR/AED REFRESHER
05/09/2024	K	1520-29571-23-032	16		Y	10050	FRESNO PD	*	ARSTCTL/FIREARMS/STRATCOM/DRVTG(PSP)
05/10/2024	K	1520-29580-23-038	8		Y	10050	FRESNO PD	*	USE OF FORCE (PSP)
03/05/2025	K	1520-23090-24-005	4		Y	10050	FRESNO PD		ELECTRONIC WEAPONS
07/30/2025	K	1520-20763-25-001	8		Y	10050	FRESNO PD		CRISIS INTERVENTION BEHAV HEALTH TRAINING FTO

***Meets Perishable Skills**

FOOTNOTES

NO FOOTNOTE ON FILE.

PLEASE REFER TO THE ENCLOSED EXPLANATION SHEET FOR ADDITIONAL INFORMATION.

COMMISSION ON POST – PROFILE REPORT

The Profile Report contains confidential information.

EXPLANATION SHEET

PERSONAL IDENTIFICATION: Subject's personal information as indicated in POST database (EDI system)	
POST ID:	Unique identification number assigned to subject by POST.
Agency:	Indicates the agency (or one of the agencies) where subject is currently employed. An "*" indicates that the subject is employed in more than one position within the same agency.
Birth Date/Gender:	Self-explanatory.
Race/Ethnicity:	**A** = Asian **B** = African American (Black) **N** = Native American **S** = Spanish/Hispanic **W** = White **O** = Other

CERTIFICATES AWARDED	
Cert:	Certificate serial number.
Type:	**B** = Basic **I** = Intermediate **A** = Advanced **S** = Supervisory **M** = Management **E** = Executive **R** = Reserve **D** = Public Safety Dispatcher **SX**= Specialized X (example: SA = Specialized Advanced)
Awarded:	Date certificate was issued.
Education:	Educational points or degree used for earning a certificate.
T:	Training points used for awarding the certificate.
T+:	Additional training points.
Comments:	Comments regarding training or institute(s) where subject received education.
Total Number of Certificates:	Number of certificates awarded to subject as indicated in POST database.

EMPLOYMENT: Subject's employment history as indicated in POST database	
Hired From:	Date subject was hired or sworn into the agency.
To:	Date subject left agency (if applicable).
R*:	Reason for separation as indicated by number in the Report description.
Rank / Rank Date:	Indicates rank as translated by POST database and date subject made rank.
Agency / Agency Name:	Agency code number and name where subject is currently working or previously worked.
F/P:	Time base: **F** = Full time **P** = Part time
P/U:	Wage status: **P** = Paid **U** = Unpaid
Seas:	Provisional or seasonal employment.

POST TRAINING: Courses attended or completed as indicated in POST database	
Comp Date:	Date course ended.
Cat:	General course category (for POST use only).
CCN:	Course Control Number.
Hrs:	Hours completed in course.
Rmb:	Reimbursement indicator: **R** = Reimbursed *(before FY 83/84 reimbursable agency not necessarily reimbursed)* **J** = Job specific * = Job specific, SALARY NOT PAID **Blank** = None or no data available
Cmp:	Completion indicator: **Blank or Y** = Course completed **N** = Course not completed **?** = Prior to 1979
Agency:	Agency where subject was employed at time of course enrollment.
School:	Training institute offering the course.
Course Name:	Course name as shown in POST database.

NON-CERTIFIED COURSES

This section will only appear if applicable.

FOOTNOTES

This section reserved for additional information.

2308100278, one recorded by Hinojos and one by Jurado. There are five Axon body worn camera videos uploaded under case number 2308111305. Three were recorded by Rogers and two by Nolen. Although all videos are available for review, only portions of videos relevant to this investigation will be addressed in this memorandum.

While recordings obtained from video recorders provide an objective record of events, video recordings do not necessarily reflect the experience or state of mind of the individual members in a given incident. Moreover, the recordings, especially video, have limitations and may depict events differently than the events recalled by the involved member. Specifically, it is understood the recording device will capture information that may not have been heard and/or observed by the involved member and that the involved member may see and hear information that may not be captured on video.

When the Department issued AXON body worn cameras are powered on, they remain in standby mode, or buffering mode, until the officer presses the button to activate the camera. During the buffering period, the camera temporarily retains 30 seconds of real-time footage until the officer activates the recording. Once the camera is activated, it captures the prior 30 seconds of footage without audio. The video recording with audio begins when the officer intentionally starts recording.

Event 2308100278:

Title: AXON Body 3 Video 2023-08-10 0451 X60AA2253
ID: 2308100278
Assigned to: Joseph Hinojos P1797
Serial: X60AA2253

Hinojos's video was 13 minutes and 36 seconds long. It began at 0451 hours as he pulled into the parking lot of the apartment complex. The lights were not on in [redacted] as Hinojos approached. He said to Jurado, "*I don't hear anything*."

Hinojos knocked and announced, "*Fresno PD*." A young Asian male adult opened the door and an Asian female adult stood behind him. Hinojos asked them to step outside and both walked away to get their shoes. Both subjects looked as if they had just awakened.

The male stepped outside first and confirmed that he and the female were the only people present in the apartment. He also confirmed the [redacted] parked in the parking lot was registered in his name. The male identified himself as [redacted].

Hinojos explained that they were responding to a call about "*a lot of banging*." [redacted] replied that there had been loud music being played somewhere behind their apartment. He confirmed that he and the female, whom he identified as his mother, had been asleep when the officers knocked on their door. They had not been arguing.

Hinojos told [redacted] the someone had called to report "*a lot of banging and screaming*." He asked if [redacted] might know who called police. [redacted] answered that he thought the person might be his mother's ex-boyfriend, who was trying to get back together with her. He denied that the ex-boyfriend had ever been inside the apartment, explaining that he and his mother only moved in a few days ago. He did not identify the ex-boyfriend. [redacted] added that he is a light sleeper and had not heard any noises.

Hinojos confirmed with dispatch that the reporting Party wanted to remain anonymous.

Hinojos met with Jurado, who was attempting to use a translator who spoke Hmong. Hinojos briefed Jurado about what he had learned from [redacted]. Hinojos asked [redacted] what language he and his mother speak, to which [redacted] responded, "*Lao. She can speak Thai*."

Hinojos told Jurado, "*So far it sounds unfounded*."

The officers got the female's identifying information and confirmed that neither needed medical attention. As they cleared the location, Hinojos said to Jurado, "*That was very weird*."

Event 2308111305:

Title: AXON Body 3 Video 2023-08-11 2253 X60AA493V
ID: 2308111305
Assigned to: Darrius Rogers P1937
Serial: X60AA493V

Rogers' first body worn camera video was 28 minutes and 32 seconds long, and began at 2253 hours. The video started as Rogers was approaching Apartment C. He knocked on the front door several times. The only ambient noise was nearby traffic. There were no indications of a disturbance in progress. At 01m35s, the door cracked open and [redacted] cautiously peered out. The front porch light turned on. Rogers asked [redacted] if everything was "*OK*."

He responded, "*It's been two times now*."

Rogers asked if he could come inside and [redacted] repeated the phrase. Rogers explained that the Department kept receiving calls about a disturbance at the apartment. When he asked again if he could come inside, [redacted] asked for Rogers' business card. He added that he would let the officers in after he took a photograph of it.

While Rogers looked for a business card, he asked for the subject's name. The subject identified himself as [redacted]. After Rogers provided [redacted] with a business card, he let the officers in. As he opened the door, his mother was visible

FOCUS OF THE INVESTIGATION:

1. Did Officer Kevin Thakham violate policy by violating a misdemeanor statute?

Policy 341.2.5(aa) is defined as, "*Violating any misdemeanor statute*."

Penal Code 148.3(a) states in part, "*Any individual who reports, or causes any report to be made, to any city, county, city and county, or state department, district, agency, division, commission, or board, that an "emergency" exists, knowing that the report is false, is guilty of a misdemeanor…"*

Penal Code 148.3(c) defines an emergency in part as, "*Any condition that results in, or could result in, the response of a public official in an authorized emergency vehicle*…"

On August 10, 2023, at 0441 hours, Officer Kevin Thakham placed an anonymous phone call from a blocked number to the Fresno Police Department Communications Center. He provided a description of a physical disturbance occurring at [redacted] that generated a 0 Priority call for service. Officers responded and found that no disturbance appeared to have occurred.

On August 11, 2023, at 2208 hours, Thakham placed another anonymous call to ComCen and provided a description of a physical disturbance occurring at [redacted]. Approximately 20 minutes later, he placed a second call, adding details that caused the priority of the call to be upgraded from a 2 to a 1. Officers responded and found that no disturbance had occurred.

In his interview with Internal Affairs, Thakham acknowledged that the events he described in all three phone calls had not happened, and he falsified the information with the intent of generating police calls for service to provoke his former girlfriend into contacting him. Thakham agreed that he was in violation of Penal Code 148.3(a) by falsely reporting an emergency. A preponderance of evidence in this investigation showed that Thakham violated a misdemeanor statute; therefore, the allegation is **sustained**.

2. Did Officer Kevin Thakham violate policy by engaging in conduct unbecoming an officer?

Policy 341.2.5(ac) is defined as,

> *Any other on-duty or off-duty conduct which any member knows or reasonably should know is unbecoming a member of the Department or which is contrary to good order, efficiency, or morale, or which tends to reflect unfavorably upon the Department or its members.*

On August 10 and 11, 2023, Officer Kevin Thakham placed a total of three anonymous phone calls from a blocked number to the Fresno Police Department Communication

Center. He made the calls with the intent of falsely reporting in-progress physical disturbances to generate police responses to [redacted]. In his interview with Internal Affairs, he explained that his estranged girlfriend had been refusing to take his calls and he hoped the police responses would cause her to contact him. By falsely reporting emergencies, Thakham occupied the time of multiple officers, causing them to be taken out of service and unable to respond to other calls for service. His conduct disrupted the good order and efficiency of Central Policing District patrol responses.

When officers responded on August 11th, apartment resident [redacted] was hesitant to open the door, believing that officers may have responded on Thakham's behalf. [redacted] demanded to know the identities of the officers before he would speak with them or let them into his home. He explained to officers that Thakham and his mother had recently broken off their relationship and he thought Thakham was sending police to their apartment to harass them. [redacted] was not sure if the officers were there for a legitimate call or if they were friends with Thakham. Ultimately, this investigation revealed that while the officers did not respond to [redacted] at Thakham's direct request, they did disturb not only the residents of Apartment [redacted], but all of the residents in the apartment complex based on false pretenses fabricated by Thakham. Furthermore, in his interview with Internal Affairs, Thakham acknowledged that a police response to a report of an in-progress disturbance at the apartment complex had the potential to result in injuries to residents or officers. A preponderance of evidence in this investigation shows Thakham's decision to abuse emergency services for personal gain reflected poorly on the Department; therefore, the allegation that Thakham engaged in conduct unbecoming an officer is **sustained**.

CONCLUSION:

1. The allegation that Officer Kevin Thakham violated a misdemeanor statute is SUSTAINED.

2. The allegation that Officer Kevin Thakham violated policy by engaging in conduct unbecoming an officer is SUSTAINED.

FRESNO POLICE DEPARTMENT
INTERNAL AFFAIRS BUREAU
RECORD OF SERVICE
FINAL ORDER OF DISCIPLINE

IA #: 2023-0056

I served **KEVIN THAKHAM** the attached **FINAL ORDER - LAST CHANCE AGREEMENT IN LIEU OF TERMINATION OF EMPLOYMENT, ONE HUNDRED SIXTY (160) HOUR SUSPENSION AND REMOVAL FROM CORPORAL ASSIGNMENT.**

by providing Recipient with a copy of the original document thereof at the Internal Affairs Bureau office located at 2326 Fresno Street, Fresno, CA 93721. I declare under penalty of perjury, that the foregoing is true and correct.

Sworn Serving Member Print Name/Badge #: Joshua Knapp 9236

Sworn Serving Member Signature:

Date Served: 3/28/2023

IF RECIPIENT WAS SERVED A FINAL ORDER OF SUSPENSION:

The Recipient of a final order of Suspension will be advised by their chain of command, the dates their suspension will take place.

It is the responsibility of the Recipient, to enter the OTTOs for suspension time off and to submit to their supervisor for approval.

LAST CHANCE AGREEMENT IN LIEU OF TERMINATION OF EMPLOYMENT

RECITALS

1. On December 14, 2023, OFFICER KEVIN THAKHAM (or, "Employee") was served with a Notice of Proposed Disciplinary Action – Termination of Employment ("Proposed") a copy of which is attached hereto and incorporated by reference as Attachment "1". The grounds for the Proposed Termination of Employment are stated in Attachment "1" and in Internal Affairs Case No. 2023-0056. It is the position of the City the incidents set forth in the Proposed Termination of Employment and in IA Case No. 2023-0056, justify and warrant OFFICER KEVIN THAKHAM's termination.
2. OFFICER KEVIN THAKHAM and his representative, Attorney Marshall Hodgkins, attended a *Skelly* meeting with Department representatives regarding the Proposed Termination of Employment on January 12, 2024.
3. The parties acknowledge that OFFICER KEVIN THAKHAM has voluntarily and without coercion made an admission of their violations of the rules and regulations detailed in the Proposed Termination of Employment (Attachment "1") and in IA Case No. 2023-0056.
4. This Last Chance Agreement In lieu of Termination of Employment ("Agreement") is being executed in connection with the resolution and settlement of the pending disciplinary action and issues between the parties described in paragraphs one (1), two (2) and three (3) above.

PROMISES AND COVENANTS

The undersigned parties promise and agree as follows:

1. The above recitals are true.
2. It is understood and agreed the Proposed Termination of Employment shall be held in abeyance from the effective date of this Agreement and shall expire upon OFFICER KEVIN THAKHAM's separation from City service as the term "City service" is defined in Fresno Municipal Code §3-202(c)(1)(5).
3. OFFICER KEVIN THAKHAM agrees to a **One Hundred Sixty (160) Hour Suspension**. OFFICER KEVIN THAKHAM shall be notified through his chain of command, at least 24 hours in advance of the dates Employee's suspension will take place. This Order shall serve as notice to the Business Office to have the 160 hours deducted from Employee's account(s) following service of this Order.
4. OFFICER KEVIN THAKHAM agrees he shall be **removed from his Corporal assignment**.

OFFICER KEVIN THAKHAM understands and acknowledges the City is providing him with an opportunity to improve his work performance and to rectify the problems outlined in the Proposed Termination of Employment, and as an inducement has agreed to hold the Proposed Termination of Employment in abeyance from the effective date of this Agreement through the date of OFFICER KEVIN THAKHAM's separation from City service. It is understood and agreed during the term of this Agreement, should OFFICER KEVIN THAKHAM, be served with any disciplinary action involving any violation(s) similar to the matters as set forth in the Proposed Termination of Employment (Attachment "1"), or should

he violate any substantial policy, directive, rule or regulation of his position, including a violation of a major allegation as defined in Fresno Police Department Policy 1020, as determined by the City, OFFICER KEVIN THAKHAM shall automatically be served with an Order of Termination of Employment. OFFICER KEVIN THAKHAM has agreed to forfeit any appeal rights.

5. In consideration for the execution of this Agreement, OFFICER KEVIN THAKHAM waives his rights under Fresno Municipal Code § 3-280, 3-282, 3-283 and 3-284; §7.20 (Disciplinary Procedures) and §7.22 (Administrative Hearing Procedure) of the current Memorandum of Understanding between the City of Fresno and the Fresno Police Officers Association ("MOU"); and the California Government Code §§3300 et seq. (Public Safety Officers Procedural Bill of Rights Act), regarding the incidents as outlined in the Proposed Termination of Employment, which is the subject matter of this Agreement. OFFICER KEVIN THAKHAM agrees the allegations and statements of facts as outlined in the Notice of Proposed Termination of Employment (Attachment "1") are true and correct and may be utilized by the City in any future disciplinary or corrective actions by the City against OFFICER KEVIN THAKHAM.

6. OFFICER KEVIN THAKHAM hereby agrees they shall only have the right to request a hearing under Fresno Municipal Code § 3-282 to challenge the factual determination by City that they have failed to abide by the terms of this Agreement or have been properly served with a disciplinary action which violates the specified rules and regulations of the City. The parties agree once it is established OFFICER KEVIN THAKHAM in fact failed to abide by the terms of this Agreement or has violated any specified rules and regulations, the hearing body shall have no right, authority or jurisdiction to modify the Order of Termination of Employment that could be served under this Agreement. OFFICER KEVIN THAKHAM specifically and affirmatively acknowledges and agrees the waivers set forth in this paragraph means OFFICER KEVIN THAKHAM shall not have the right to request a meeting (i.e., also known as a *Skelly* meeting) or provide a written response to the charges prior to the final determination by the City of an Order of Termination of Employment as provided under Fresno Municipal Code §3-280 and/or *Skelly v. State Personnel Board* (1975) 15 Cal.3d 194.

   OFFICER KEVIN THAKHAM represents they have not and agrees not to bring or maintain any claim, charge, action, or proceeding against the City of Fresno, its officers, elected officials, directors, employees, agents, accountants, attorneys, legal successors and assigns, and all others acting for, under or in concert with the City of Fresno, under any grievance or arbitration procedure, with any court or administrative agency, or in any forum whatsoever, by reason of any charge, claim, liability, or cause of action, against the City of Fresno based upon facts known or unknown which may have occurred on or before the effective date of this Agreement. It is understood that this waiver does not apply to workers' compensation claims, known or not known. OFFICER THAKHAM hereby waives all rights under the terms of California Civil Code Section 1542 which states:

   > *"A general release does not extend to claims that the creditor or releasing party does not know or suspect to exist in his or her favor at the time of executing the release and that, if known by him or her, would have materially affected his or her settlement with the debtor or released party."*

7. It is agreed between the parties this Agreement constitutes a determination by the City and a mutual resolution based solely on the individual merits and facts presented in this case and shall not create any further obligation of the City to offer this option to this or any other

employee and shall not be used as precedent in other disciplinary action against any employee.

8. Each party signing this Agreement expressly represents the party signing has carefully read each provision of this Agreement, has consulted with counsel or representation, that each signing party knows and understands each of the provisions of this Agreement and its effect, and each party freely signs and executes this Agreement without any compulsion, coercion or undue influence whatsoever. There are no other agreements or understandings, whether written or oral, between the parties, and this Agreement embodies the complete and exclusive Agreement. All prior discussions, negotiations, commitments, or understandings are hereby superseded by this Agreement.

9. Should any provision of this Agreement be declared or be determined by any court or competent jurisdiction to be illegal, invalid, or unenforceable, the legality, validity, and ability to enforce the remaining parts, terms and provisions shall not be affected thereby, and said illegal, unenforceable, or invalid party, term or provision shall be deemed not to be a part of this Agreement.

10. This Agreement is entered into effect as of March 28, 2024, and shall expire upon OFFICER KEVIN THAKHAM's separation from City service.

EMPLOYEE

Dated: 3/14/24

EMPLOYEE SIGNATURE- KEVIN THAKHAM

CITY

Dated: 3/25/24

GEORGEANNE A. WHITE
City Manager/Designee
CITY OF FRESNO

Dated: 3.19.24

PACO BALDERRAMA
Chief of Police
CITY OF FRESNO POLICE DEPARTMENT

APPROVED AS TO FORM:

ANDREW JANZ
City Attorney

Dated: 3/15/2024

TINA R. GRIFFIN
Chief Assistant City Attorney
CITY OF FRESNO

Dated: 3/14/24

Marshall Hodgkins, ESQ.
Attorney for Employee,
OFFICER KEVIN THAKHAM

APPROVED AS TO CONTENT:

Dated: 3-25-24

SUMEET MALHI
Director of Personnel
CITY OF FRESNO PERSONNEL SERVICES DEPARTMENT

Attachment 1: Notice of Proposed Disciplinary Action-Termination of Employment

ATTACHMENT 1

City of
FRESNO
POLICE DEPARTMENT

November 13, 2023

NOTICE OF PROPOSED DISCIPLINARY ACTION

Officer Kevin Thakham, P807
Northwest Policing District
Patrol Division

RE: Internal Investigation 2023-0056

Under the provisions of Sections 3-280 and 3-282 of the Fresno Municipal Code, you are hereby notified of my intent to impose disciplinary action against you in the form of **Termination of Your Employment** with the City of Fresno. This action will be taken, unless you show good cause to the contrary, for your failure to comply with the rules and regulations of this Department and the City of Fresno.

GROUNDS FOR PROPOSED DISCIPLINARY ACTION

The specific grounds for this termination are as follows:

Fresno Municipal Code Section 3-286 (a): *"Any employee holding a position in the classified service may be suspended without pay or removed from such position for malfeasance, misconduct, incompetence, inefficiency, or for failure to perform the duties of his position or to observe the established rules and regulations in relation thereto, or to cooperate reasonably with his superior or fellow employees"; and*

Fresno Municipal Code Section 3-286 (b): *Malfeasance and misconduct shall be deemed to include, for the purpose of this section, but shall not be construed to be limited to the following acts or omissions:*

(4) *"Conduct unbecoming an officer or employee of the city";*

Fresno Police Department Policy 341.2.5(aa): *"Violating any misdemeanor statute."*

KT

Fresno Police Department Policy 341.2.5(ac): *"Any other on-duty or off-duty conduct which any member knows or reasonably should know is unbecoming a member of the Department or which is contrary to good order, efficiency, or morale, or which tends to reflect unfavorably upon the Department of its members."*

Fresno Police Department Policy 341.1.2 Integrity: **"***Members of this Department are entrusted by the public to perform their duties with the highest degree of integrity. We are held to this high standard in both our professional and personal lives. This trust empowers us to complete our mission. When this trust is eroded, we are no longer effective as police officers. Members shall demonstrate the highest degree of integrity at all times and avoid any act which bespeaks a lack of integrity or the mere appearance of a lack of integrity."*

FACTUAL BACKGROUND

The factual basis for the cited violations is set forth in IA # 2023-0056 which is incorporated herein by this reference and available upon your request. The facts of your violations are summarized generally as follows:

On August 10, 2023, at 0441 hours, you placed an anonymous phone call from a blocked number to the Fresno Police Department Communications Center. You provided a description of a physical disturbance occurring at [redacted] that generated a 0 Priority call for service. Officers responded and found that no disturbance appeared to have occurred.

On August 11, 2023, at 2208 hours, you placed another anonymous call to ComCen and provided a description of a physical disturbance occurring at [redacted] Apartment [redacted] Approximately 20 minutes later, you placed a second call, adding details that caused the priority of the call to be upgraded from a 2 to a 1. Officers responded and found that no disturbance had occurred.

In your interview with Internal Affairs, you acknowledged that the events you described in all three phone calls had not happened, and you falsified the information with the intent of generating police calls for service to provoke your former girlfriend into contacting you. You agreed that you were in violation of Penal Code 148.3(a) by falsely reporting an emergency.

By falsely reporting emergencies, you occupied the time of multiple officers, causing them to be taken out of service and unable to respond to other calls for service. Your conduct disrupted the good order and efficiency of Central Policing District patrol responses.

When officers responded on August 11th, the apartment resident was hesitant to open the door, believing that officers may have responded on your behalf. The resident demanded to know the identities of the officers before he would speak with them or let them into his

KT E - KT

home. He explained to officers that you and his mother had recently broken off your relationship and he thought you were sending police to their apartment to harass them. He was not sure if the officers were there for a legitimate call or if they were friends with you. Ultimately, this investigation revealed that while the officers did not respond to [redacted] at your direct request, they did disturb not only the residents of Apartment [redacted] but all of the residents in the apartment complex based on false pretenses fabricated by you. Furthermore, in your interview with Internal Affairs, you acknowledged that a police response to a report of an in-progress disturbance at the apartment complex had the potential to result in injuries to residents or officers. Your decision to abuse emergency services for personal gain reflected poorly on the Department.

Although it is laudable that you were honest when speaking with Internal Affairs, your willingness to hold yourself accountable does not negate the fact that you demonstrated a lack of upright character when you placed the calls to ComCen. You lied to Fresno Police Department personnel, concealing your identity as you did so, not once but three times, for the purpose of manipulating another human being's behavior for your benefit. Your choice to participate in what amounted to criminal behavior placed the lives of officers and citizens at risk. You engaged in conduct that undermined the power entrusted to members of the Department by the public and showed a lack of integrity

Your conduct violates Fresno Police Department Policy 341.2.5(aa); Fresno Police Department Policy 341.2.5(ac); Fresno Police Department Policy 341.1.2; Fresno Municipal Code Section 3-286 (a); and Fresno Municipal Code Section 3-286 (b) (4).

HISTORY:

In determining the appropriate discipline to be imposed in this matter, the contents of your personnel file were taken into consideration regarding the matters relating to mitigation, aggravation, or extenuation. During the previous five (5) years you have not had sustained IA history.

FIVE (5) YEAR OTHER OFFICER SUMMARY:

Five (5) year officer disciplinary summary imposed upon other Fresno Police Department members who committed the policy violation identified above. It is recognized that the facts and circumstances of any particular policy violation may vary significantly, thus affecting the range of discipline imposed:

Please see Exhibit # 1 attached.

KT

NOTICE TO EMPLOYEE

You have seven (7) calendar days to respond, either orally or in writing, to the charges against you prior to the actual imposition of this proposed disciplinary action. If you desire, you and/or your representative may review the investigation material and all charges and allegations that led to this decision. The response shall be made within seven (7) calendar days from the date this notice is served and shall be to the Chief of Police. If you or your legal representative feel that you are unable to respond within the seven (7) calendar day time limit, you may request, in writing, an extension of time in which to answer. This request shall be directed to the Director of Personnel Services of the City of Fresno. The response should be in the manner specified in Section 3-280 of the Fresno Municipal Code.

DATE: 12-7-23

Paco Balderrama
Chief of Police
City of Fresno
Appointing Authority

APPROVED AS TO FORM:
Personnel Services Department

By: _____

APPROVED AS TO FORM:
City Attorney's Office

By: _____

Received:

_____ FOR KT
Employee Signature – Kevin Thakham

12/14/23
Date

FOR KT
KT

EXHIBIT 1

IA 2023-0056

ALLEGATION – INTEGRITY

OFFICER A – TERMINATION

OFFICER B – TERMINATION

OFFICER C – TERMINATION

OFFICER D – TERMINATION

OFFICER E – 160 HOUR SUSPENSION

OFFICER F – LAST CHANCE AGREEMENT/160 HOUR SUSPENSION

OFFICER G – 80 HOUR SUSPENSION

OFFICER H – TERMINATION

KT

2308100278

Call to 621-7000/ Call Taker (CT) Alexis Yandell

Call 1 Call on Thursday August 10, 2023, 4:41 and 25 seconds AM

CT Yandell: Fresno Police Department

Caller: Yeah, yeah I wanna report, um, I mean there's screaming and yelling in this apartment. It's at [redacted]

CT Yandell: [redacted] did you say [redacted]?

Caller: Yeah, [redacted].

CT Yandell: OK.

Caller: [redacted]. I don't want to get involved, but, uh, this female is screaming "Help me! Help me!" and there's a lot of banging noise going on. And I know there's a lot of – been a lot of traffic in and out. There should be a – a – a [redacted] parked in front of it. These people just moved in and there's a lot of traffic, and now I hear screaming and yelling. A female yelling "Help me! Stop! Help me! Stop!"

CT Yandell: You said there's a [redacted] parked in front of the apartment?

Caller: Yeah, [redacted]. Now she's screaming again, "Help me!" I wanna walk out there to check but I don't wanna – don't want them to see –

CT Yandell: Are they in the apartment or outside of the apartment?

Caller: They're – they're inside.

CT Yandell: OK.

Caller: Yeah. Its – now I hear banging, like something is being thrown around. I – I – I don't want to get involved in this. I –

CT Yandell: That's OK. I'm just updating the call –

Caller: It's non – I know – its non-stop since they move in; they just moved in not too long ago.

CT Yandell: And you're unsure of how many subjects are in the house?

Caller: Um, I know there's two for sure, a male and a female, but the female has a lot of – since they move in there a lot of traffic and I see different guys there all the time.

CT Yandell: OK, and then the, uh, female half? What does she look like? Is she like Mexican, Hispanic?

Caller: I know – I know they're Asian.

CT Yandell: OK.

Caller: Yeah, I don't – don't know – I think they're Laotians. I know the, um, um, I don't know I might be making assumptions, 'cause nobody drives that [redacted]. And they shouldn't (unintelligible), never seen it. Yeah, OK, there's – there's a lot of screaming going on in there.

CT Yandell: OK.

Caller: A lot of screaming.

CT Yandell: What is she saying?

Caller: Huh? She is saying "Help me! Help me!"

CT Yandell: OK, and what's the best phone number for you?

Caller: I'm not going to give my phone number. I don't want to get involved; you know? Its just – yeah, 'cause like I said, there's – there's some shady characters gonna come back to me. Yeah, I want to remain anonymous I can do that right?

CT Yandell: That's fine.

Caller: OK. OK, ma'am, thank you.

CT Yandell: Ok, thank you.

Caller: All right. Bye.

2308111305

First Call to 621-7000/ Call Taker (CT) Maria Santana

Call 1 Call on Friday August 11, 2023, 10:08 and 39 seconds PM

CT Santana: Fresno Police Department

Caller: Hey, yeah, I'm outside of [redacted] and I hear a lot of screaming and yelling from that apartment.

CT Santana: OK, and just to make sure, it is Apartment [redacted] as in [redacted] right?

Caller: [redacted] as in what? [redacted] as in [redacted]

CT Santana: Yeah, OK, and then do you have any visual at all?

Caller: No –

CT Santana: OK.

Caller: Not at all, I just hear a lot of screaming and yelling.

CT Santana: Now just to confirm, is it males, females that are screaming?

Caller: It's a female.

CT Santana: OK, can you make out what she's saying?

Caller: She's saying something like "stop."

CT Santana: OK, can you hear anybody else?

Caller: No, just "stop, stop, stop."

CT Santana: OK, are you still hearing it now?

Caller: Uh, it – it – I heard it like a minute ago.

CT Santana: OK, have you heard it again?

Caller: I'm listening. Yeah, I heard it again.

CT Santana: OK-

Caller: "Stop, stop."

CT Santana: OK, and just to make sure, um, do you know the person that lives there at all?

Caller: No, I, uh, they – they just moved in and I live in the apartment complex. And this is non-stop.

CT Santana: OK –

Caller: (unintelligible)

CT Santana: Do you know if she's white, black, Hispanic, Asian?

Caller: No, she's Asian. I know that there's a lot of traffic going on. And lately –

CT Santana: Do you know who else lives with her?

Caller: Um, I don't know, I mean I – you – a lot of people.

CT Santana: OK, and your name?

Caller: I wanna rem -rem – anonymous 'cause I don't wanna –

CT Santana: OK. I'll have an officer –

Caller: retaliate –

CT Santana: I'll have an officer do the area check, OK?

Caller: Yeah, but – OK – now I hear a lot of screaming now.

CT Santana: OK, all right, bye-bye.

230811305

Second Call to 621-7000/ Call Taker (CT) Jose Lopez

Call 1 Call on Friday August 11, 2023, at 10:26 and 4 seconds PM

CT Lopez: Fresno Police

Caller: Hey I call – I – I call on [redacted], sounds really bad, number [redacted]?

CT Lopez: I'm sorry, [redacted] what was the street name?

Caller: [redacted]? Number [redacted]? Now there's a male and female screaming, yelling. Just throwing things around.

CT Lopez: Uh, do you see them outside?

Caller: No, no, they – they inside – I – these people are just nonstop. Same thing happened last night. I hear things thrown around, like glass, something like that, I don't know. It – it – it – it – it – it – it's bad.

CT Lopez: Alrighty. I do have that call updated, officers are aware, OK?

Caller: OK, 'cause it (stumbling over words) to – to – stop because – yeah – a male and – there's a guy and a girl yelling and screaming and throwing things and I can hear like glass and something.

CT Lopez: Alrighty, no worries, I do have that call in, OK?

Caller: OK.

Incident 2308111305

CFS ID: 2308111305

Lead Detective: – **Unit:** Domestic Violence **Officers:** Rogers, Darrius (P1937), Nolen, Thomas (P1986)

Assigned District: CE Patrol **District, Beat, Zone:** CE, 2D, 2257

Case Status: Closed **Internal Disposition:** Suspended (Waiting for New Developments or Evidence) **UCR Disposition:** None

Arrestee: – **Offense:** GICE CENTRAL

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Incident Report 2308111305-1

Primary Officer: Rogers, Darrius (P1937) **Assisting Officer:** Nolen, Thomas (P1986)
District: CE Patrol **District, Beat, Zone:** CE,2D,2257 **Restriction Classification:** Sensitive Case, Domestic Violence
ORI: CA0100500

Overview

Incident Overview

Report Purpose: General Incident **Incident From Date:** 07/24/2023 **Incident From Time:** 07:00
Incident To Date: 08/11/2023 **Incident To Time:** 22:12 **Does Date Indicate Report Date?:** Yes **Zip Code:** 93703
ARRC Indicator: No **Identity Theft Indicator:** No
Case Factors
Evidence: Evidence.com Audio/Video Uploaded **Investigation:** Scene Processed by Officer
Solvability Factors: Camera/Video Footage, Physical Evidence Obtained, Suspect Can Be Identified, Witnesses Cont

Offenses

GICE - CENTRAL **Author:** Rogers, Darrius

Offense: GICE - CENTRAL **Code:** GI **Severity:** Not Applicable **Location:** [redacted]
Location Category: Single Family Home
Additional Details
Offender is Suspected of Using?: No **Was Criminal or Gang Activity Involved?:** No **Was Weapon/Force Involved?:** No
Was Bias Motivation Involved?: No

Names

Witness - [redacted] **Author:** Nolen, Thomas

Involvement
Role: Witness **Offense:** GICE - CENTRAL **Code:** GI

Identity
[redacted]

Names (continued)

Witness - [redacted] (continued)

Author: Nolen, Thomas

[redacted]

Involved Party - [redacted]

Author: Rogers, Darrius

Involvement

Role: Involved Party **Offense:** GICE - CENTRAL **Code:** GI

Identity

[redacted]

Other - [redacted]

Author: Rogers, Darrius

Involvement

[redacted]

Description

Names (continued)

Other - [redacted] (continued) **Author:** Rogers, Darrius

[redacted]

Vehicles

None reported.

Property

None reported.

Narrative by Nolen, Thomas — First Submitted: 08/12/2023 05:32

Members Who Can Testify:

Officer T. Nolen #1986 (author)

Corporal D. Rogers #1937

Sergeant E. Castillo #S267

Source:

On 08/11/2023 at approximately 2212 hours I was assigned to uniformed patrol operating a marked Fresno Police Department patrol vehicle assigned to the Central policing district as a solo-unit (2G31) when I was dispatched to a confidential location regarding a disturbance where a female was heard screaming. I was dispatched to this call for service at approximately 2242 hours.

Investigation:

The following is a synopsis of the notes in the call for service as provided to responding officers:

VERB DIST IN THIS APT .. FEM SCREAMING, POSS SAYING STOP.. RP DOES NOT KNOW RESD NAME, NO ONE ELSE HEARD JUST FEM, WILL BE AFA.. NFI/NFD .. AREA CK ONLY

Narrative by Nolen, Thomas (continued) First Submitted: 08/12/2023 05:32

2308100278.. PREF CFS TO THAT LOC ALSO FROM AN ANON MALE/BLOCK# CALLED FOR FEM SCREAMING.. UNITS ARR AND MOM AND SON WERE [redacted]

RP ADVDS NOW THERE IS A MALE AND FEM SCREAMING AND YELLING AND POSS THROWING THINGS AROUND// ADVDS THIS IS A CONTINOUS ISSUE

PER THE RP FEM YELLING AND SOUNDS TO BE THROWING THINGS AND POSS GLASS// WILL RAISE PRI

Corporal Rogers and I arrived at the apartment complex at approximately 2250 hours where we knocked on the apartment identified by the male caller who refused to identify himself. A male adult answered the door and was hesitant to provide information to officers. The male requested a business card with the event number before he would allow officers to check the residence to ensure all occupants were uninjured. The male adult was provided with a business card with the event number and allowed officers to enter the residence to check the welfare of all occupants.

Inside of the residence officers observed an uninjured adult female. Corporal Rogers began speaking to the female as I spoke to the male who had answered the door. The male identified himself by California driver's license as [redacted] identified the adult female in the residence as his mother, Confidential Female (CF). Neither [redacted] nor CF had a visible signs of injury. Both [redacted] and CF seemed surprised to see officers at their residence.

[redacted] began saying this was the second time officers had come out to his residence before saying he believed officers were sent to the location by CF's ex-boyfriend who had been harassing and threatening them. [redacted] said his mother's ex-boyfriend was a police officer named Kevin. I asked [redacted] what the last name of the ex-boyfriend was. [redacted] identified the officer he was speaking about as Kevin Thakham. [redacted] did not know Thakham's date of birth, but did show officers a photograph of Thakham. The photograph [redacted] used to identify Thakham was submitted into the evidence section of this report via Axon Capture link.

Based on the information provided to me thus far in the investigation I requested [redacted] give me a few minutes to speak to my partner. I advised Corporal Rogers of the initial information provided to me and immediately contacted Sergeant E. Castillo #S267. I called Sergeant Castillo at approximately 2259 hours to make the necessary notifications. After advising Sergeant Castillo I returned to speaking to [redacted] to obtain more information. The following is a synopsis of the statements provided to me by [redacted].

[redacted] **Statements:**

[redacted] told me CF and Thakham were in a dating relationship for approximately 9 months. CF and Thakham were reported to have broken up in the beginning of July. Since the break-up, [redacted] had witnessed some alarming behavior from Thakham. [redacted] told me he was concerned because there had been continued attempts by Thakham to contact CF through [redacted] and CF's phones. [redacted] alleged there were threats made by Thakham to both him and CF.

[redacted] could not recall specifically what day the attempted contacts began, but was able to narrow down the date range from July 24 to July 28th as the start. On the date in question [redacted] said he was home alone when he heard non-stop knocking at the door to his temporary residence where officers had contacted him. [redacted] looked outside where he told me he saw Thakham knocking. While the knocking was on-going [redacted] said Thakham was also calling him non-stop. [redacted] estimated he received 20 calls from Thakham before he eventually left the apartment complex.

Narrative by Nolen, Thomas (continued) First Submitted: 08/12/2023 05:32

[redacted] identified the second incident as occurring on July 31st. On this date in question Thakham reportedly left approximately 10 minutes worth of voice message texts on CF's phone. [redacted] had a video recording of the audio messages playing from CF's phone. [redacted] played the video for me. Due to Thakham speaking Laos I did not understand what was being said. [redacted] translated part of the messages that were left based on his understanding of them. [redacted] said Thakham was initially saying he loved CF and was apologizing for everything that had happened. Further into the audio messages left [redacted] said Thakham was saying he would get [redacted] business shut down if CF did not enter into a dating relationship with him again. [redacted] further relayed Thakham was saying he would do everything in his power to get [redacted] into trouble with law enforcement as soon as he could. [redacted] did not provide any further translation to me regarding what Thakham was saying in the audio messages.

The next incident relayed to me by [redacted] was from August 5th where [redacted] received approximately 15 to 20 phone calls from Thakham sometime after 1700 hours. [redacted] told me he knew it was sometime after 1700 hours because that is when he eats dinner every day.

The last incident related to me by [redacted] took place over the evening hours of August 9th to the early morning hours of August 10th. [redacted] said CF was at a party with her friends when she observed Thakham there. [redacted] said CF stayed away from Thakham while she was at the party and left as soon as her friend left. CF was described as returning to their temporary residence at approximately 0100 hours on August 10th. At approximately 0500 hours [redacted] was woken up by Fresno Police Department officers regarding a reported disturbance coming from their residence. [redacted] said approximately 1 hour after the police officers left, Thakham called him.

[redacted] said he was concerned about Thakham's behavior and just wanted it to stop. [redacted] did not provide me any further statement at this time.

Investigation Continued:

In order to do our due diligence in investigating this call for service we conducted a neighborhood canvass for any potential witnesses and reporting parties. I contacted several residences along the east side and west side of the primary building.

The first apartment I contacted shared a wall with the apartment we had been dispatched to and was identified with the letter '[redacted]" on the door. This apartment in question was one unit to the north of the primary and had a west facing front door. The resident of the apartment identified themselves as [redacted] who provided his phone number as [redacted]. [redacted] said he was unaware of any disturbances occurring in the apartment complex and had not call 911.

The second apartment I contacted was 2 units north of the primary apartment, had a west facing front door, and was identified with the letter '[redacted]" on the door. The resident identified themselves as [redacted] with phone number [redacted]. [redacted] said he was unaware of any disturbances in the apartment complex.

The third apartment I contacted was 1 unit north of the primary apartment, but on the east side of the building. This apartment had an east facing door and was identified by the letter '[redacted]" on the door. The resident identified themselves as [redacted]. [redacted] refused to provided any further identifying information, however, Dispatch located the phone number [redacted] for [redacted] [redacted] confirmed he did not call 911 and was unaware of any disturbances at the apartment complex.

The fourth apartment I contacted was directly east of the primary apartment, but on the east side of the building. This apartment had an east facing door and was identified by the letter '[redacted] A Hispanic male adult in their 40's answered the

Narrative by Nolen, Thomas (continued) First Submitted: 08/12/2023 05:32

door. The unknown Hispanic male adult said he was unaware of any disturbances at the apartment complex and had been asleep. The unknown Hispanic male adult confirmed he did not call 911 and did not want to identify himself.

The fifth apartment I contacted was 1 unit south of the primary apartment, but on the east side of the building. This apartment had an east facing door and was identified by the letter '[redacted] I received no answer at the door, so I requested Dispatch check for any contact numbers for the resident to have them step out. Dispatch was unable to locate a phone number for the apartment.

The last apartment I contacted was 2 units south of the primary apartment, but on the east side of the building. This apartment had an east facing door and was identified by the letter '[redacted] I received no answer at the door, so I requested Dispatch check for any contact numbers for the resident to have them step out. Dispatch located the phone number [redacted] with the name of [redacted]. Dispatch did not receive an answer and the voice mail box was not set up for them to be able to leave a message.

Of all of the apartments where I received an answer, no one called 911 and no one heard any disturbances coming from the complex. I advised Sergeant Castillo and Corporal Rogers of my findings.

Conclusions/Deductions:

Officers responded to a 911 call alleging a possible male and female disturbance coming from within a confidential residence. The reporting party in that call for service refused to identify themselves and provided no further information. Corporal Rogers and I investigated this call for service where allegations were made requiring the notification of a supervisor. I contacted Sergeant Castillo and advised him of this call for service and the investigation done.

Disposition:

1. Axon body worn camera submitted to evidence.com.
2. Witness statement documented.
3. Neighborhood canvass conducted with no witnesses or reporting parties located who were aware of any disturbances taking place.
4. Sergeant Castillo was advised of this investigation and made further notifications as necessary.

Narrative by Rogers, Darrius First Submitted: 08/12/2023 06:13

Members Who Can Testify:

Cpl. D. Rogers, P1937

Officer T. Nolen, P1986

Source:

On 08/11/2023, at approx. 2242 hrs, while working as a uniformed patrol officer in the Central Policing District, designated as 2D30, I responded to confidential location, for a possible domestic disturbance. The following is the synopsis the Reporting Party provided to call takers at 2212 hrs.:

VERB DIST IN THIS APT .. FEM SCREAMING, POSS SAYING STOP.. RP DOES NOT KNOW RESD NAME, NO ONE ELSE HEARD JUST FEM, WILL BE AFA.. NFI/NFD .. AREA CK ONLY

Narrative by Rogers, Darrius (continued) First Submitted: 08/12/2023 06:13

The Reporting Party provided another update at 2226 hrs. as follows;

RP ADVDS NOW THERE IS A MALE AND FEM SCREAMING AND YELLING AND POSS THROWING THINGS AROUND// ADVDS THIS IS A CONTINOUS ISSUE

The Reporting Party then advised of the following at 2229 hrs ;

PER THE RP FEM YELLING AND SOUNDS TO BE THROWING THINGS AND POSS GLASS

This last update made the dispatchers raise the priority for the CFS from a 2 priority area check to a 1 priority response.

Investigation:

While en route to the call for service, Dispatch found an event that was handled in the early morning hours of 08/09/2023 where a male by the name [redacted]. No female party was checked in the previous call for service. The synopsis from event 2308100278 is what follows;

POSS DV DIST...FA SCREAMING HELP ME HELP ME...RP STS HE CAN BANGING ON THE WALLS AND FA YELLIING TO STOP AS WELL...RP STS [redacted] SHOULD BE PARKED INFRONT OF RESD

The disposition provided by the unit who handled the call stated he checked with a mother/son that were currently staying at this location. There was no prior disturbance and neither party had any information to provide that they had been the victim of any crimes. In both this call and the prior disturbance (2308100278), the RP refused to identify themselves and called the police department with a blocked number.

Officer Nolen and I arrived at approx. 2250 hrs and made contact at the residence. When the door opened, a male (later identified as [redacted] poked his head and upper torso into the space created. When looking over the males head, I could see a female in the room behind him (later identified as the confidential female (CF)). Neither party looked to be in obvious distress and I did not hear any sounds of an ongoing disturbance when we approached.

When I introduced myself to the male, he began saying "It's been two time now," and seemed to be frustrated by our presence. I explained that we were responding to a possible disturbance at this residence and noticed the CF's face showed visible confusion. When I asked the CF if she had been the victim of any crimes, she shook her head no before moving further into the residence.

[redacted] repeated that the problem he had with us being there was that it was the second time we had come out. We then explained that we are required by law to check on all instances of a disturbance when the call is made. I went further to explain that we would like to check the inside of the residence to help determine if there had been any signs of a crime.

[redacted] stated he understood but asked for my business card with the incident number before he would allow us into the residence. I complied with the request and provided him with what he asked. [redacted] then opened the door and allowed us to search the residence. The CF also moved with me through the apartment and opened the doors for me to check. I did not observe any signs that things had been broken throughout the property.

Once the residence was checked, I asked Officer Nolen to obtain a statement from [redacted] while I took the CF outside to obtain her statement. Unfortunately, the CF's primary language was Lao. I had dispatch broadcast city wide for any officers

Narrative by Rogers, Darrius (continued) First Submitted: 08/12/2023 06:13

who could translate for me. When we found none, I attempted to find an official translator through the [redacted].

During the time I was attempting to find a translator, the CF would walk in and out of the apartment while talking to her family on the phone. I overheard the CF telling an unknown person about her beliefs that we had been sent by another member of the police department who was trying to harass them. At this same time, Officer Nolen came outside and informed me that [redacted] was making allegations that they were being harassed by Officer K. Thakham. He moved away from the residence and made a phone call to Sgt. Castillo before he returned to the residence and continued his investigation. See Officer Nolen's supplement for further information.

I was connected to a [redacted] operator who tried for approx. 7 minutes to find a certified Lao Speaker before they stated none were available. Because there were no other available translators, I asked the CF if she had someone who was not her son that could translate what she wished to talk about. The CF contacted [redacted] who was willing to translate for the CF. The following is a summary of statements taken from the CF. This conversation was captured in its entirety by my Axon Body Worn Camera. Please refer to the footage uploaded to Evidence.com for more information.

Summary of Statements from the Confidential Female (translated by [redacted]):

When the CF brought me her cell phone, she identified the party on the other line as [redacted] The female identified herself by name and DOB as [redacted]. She then clarified that she was [redacted], who she identified as K. Thakham. [redacted] did not have any issues at this point to translate what the CF said.

I asked [redacted] if the CF had been involved in a disturbance tonight. [redacted] asked my question and translated "Nothing happened, I came home at 7pm from my work and just finished eating." The CF then asked what was going on. I asked if there had been an earlier disturbance between the CF and Khonsavanh. Again [redacted] translated and the CF shook her head no before saying "We went to work together, came home together, finished eating and washing the dishes just before you guys knocked on the door."

Thinking back to the way the call for service began, I asked the CF if there was any reason why she believed that someone may be calling the police to harass her. [redacted] translated that the CF said "She was not fighting with anyone, no arguments with anybody, but she just recently broke up with Kevin."

With clarification, the CF elaborated that approx two weeks earlier she and K. Thakham separated from their nine month long dating relationship. When I asked if there were any issues between them since breaking up, the CF stated her ex had attempted several times to get her to go out with him again, both on dates and to functions where both their friends would be.

The CF then said several of her mutual friends with K. Thakham were asked by her ex to convince her to attend these functions as well. The CF told [redacted] that the pressure from their friends was beginning to make her feel stressed out because she doesn't like having her issues being so public. The CF doesn't normally have problems with anyone like this.

The CF agreed with [redacted] that because they had been contacted twice in the past two days by law enforcement officers in conjunction with phone calls from her ex-boyfriend, their logical conclusion was that K. Thakham was somehow involved. When asked if [redacted] could get any more specifics facts behind her beliefs, she stated CF could not provide any. [redacted] helped me confirm everything we had spoken of to this point.

Narrative by Rogers, Darrius (continued) First Submitted: 08/12/2023 06:13

Since the investigation was becoming uncomfortable for [redacted] due to the [redacted], she asked that we find another translator to help if we needed to obtain any more information. I thanked [redacted] for her assistance before she disconnected.

Unfortunately there were no other uninvolved parties to contact for translation.

No other statement was obtained at this point from the CF.

Investigation Continued:

Sgt. Castillo arrived on scene and received a briefing on the situation from myself and Officer Nolen regarding what our involved parties had relayed. Together we then made the decision to try and contact the units surrounding the primary apartment at the confidential location to see if there were any other residents that overheard a disturbance.

Contact at Unit [redacted]

I contacted unit [redacted] which was located directly to the south of the confidential location with a front door that faces the west. [redacted] Because the older AFA did not speak English, I obtained a brief statement from the younger AFA. This female stated they had not heard any disturbances throughout the day coming from their neighbor to the north.

The younger AFA seemed to be experiencing hallucinations/delusions of other unrelated issues but remained adamant that neither she nor her mother had witnessed any disturbances from their neighbor to the north today or within the last few nights. The younger female stated they had not contacted the Fresno Police department and refused to identify both herself and her mother before asking officers to leave them alone.

Contact at Unit [redacted]

I then contacted unit [redacted] which is located two units to the south of the confidential location. This unit also has a front door that faces the west. I spoke to one [redacted], who had been home all day taking care of [redacted]. She had not heard of any disturbances nor had she made any calls to the police department. [redacted] made mention of disturbances with the occupants in Unit [redacted] but it had been months since the last time that had happened.

[redacted] also stated she did not hear any sounds of a disturbance coming from the neighborhood and she did not contact the police department.

Investigation Continued:

I attempted to contact Unit [redacted] on the east side of the apartment building that was adjoined to the confidential location but was unsuccessful in making contact with the resident who lived there.

I was then directed by Sgt. Castillo to make sure the video/audio files [redacted] had mentioned to Officer Nolen during their conversations were uploaded to evidence.com before we left the area. I provided [redacted] with a citizen portal link to evidence.com where he uploaded eleven photos which contained conversations he had with K. Thakham that were in English as well conversations the CF has with Thakham in Lao. There were also screenshots from the CF's phone with the dates/times that K. Thakham left several voice chats in a text message thread between them.

Narrative by Rogers, Darrius (continued) First Submitted: 08/12/2023 06:13

There were several screenshots from both the CF's and [redacted] phones where K. Thakham had called them numerous times on various days. Two videos were also uploaded where a male voice is speaking in Lao who they idenified as K. Thakham. Lastly, [redacted] provided two photographs they had of the male involved in this incident who they identified as K. Thakham.

After receiving all the above information and evidence, Officer Nolen and I responded to the CE Station to document this incident per Sgt. Castillo.

Per LT. Dewey, this report will remain a GICE-Central Case.

Conclusions/Deductions:

On 08/11/2023, at approx 2242 hrs, I responded to a confidential location for a possible physical domestic disturbance. When I arrived with Officer Nolen at approx 2250 hrs, we made contact with [redacted] and his mother, the Confidential Female. Both parties stated there was no disturbance but believed they were being harassed by the CF's ex-boyfriend, whom they identified as FPD Officer K. Thakham.

After both statements were obtained, Officer Nolen and I contacted as many neighbors as possible to see if any had made the phone call to the police department. Finding none, Officer Nolen and I obtained evidence of harassment from [redacted] which was uploaded directly to evidence.com. We were then ordered to respond to the CE Policing District Station to complete this report.

Per LT. Dewey, this report will remain a GICE - Central Case.

Disposition:

1. Evidence uploaded to Evidence.com via a Citizen Portal Link.
2. This report will remain a GICE case but the involved female has been made confidential.

Name	Description	Type

Fresno Police Dept - CA
2323 MARIPOSA ST.
Fresno, CA 93721
US

Event ID 2308100278

Metadata

Event ID	**2308100278**
Created By	**CT20 - Yandell, A (D3214) (20)**
Date Created	**08/10/23 04:43:22**
Date Closed	**08/10/23 05:26:44**
Status	**CLOSED**
Dispatch Area	**CE**
Beat, Juris, Zone, Corner	[redacted]
Location	[redacted]
Location Details	**NA**
Type	**1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED**
Priority	**0 - Emergency / Presumed Life Threatening**
Source	**NEM - NON-EMERGENCY**
Synopsis	**POSS DV DIST...FA SCREAMING HELP ME HELP ME...RP STS HE CAN BANGING ON THE WALLS AND FA YELLIING TO STOP AS WELL...RP STS [redacted] SHOULD BE PARKED INFRONT OF RESD**

Narrative

SE - Lilly, L (D3150) 08/10/23 04:43:33
BC

NW - Vang, N (D3137) 08/10/23 04:43:37
BC

NE - Her, N (D3060) 08/10/23 04:43:43
BC

SW - Lanik, S (D3175) 08/10/23 04:43:46
BC

CT20 - Yandell, A (D3214) 08/10/23 04:44:47
<NOTIFIED> RP STS HE CAN HEAR BANGING ON THE WALLS AGAIN, AND THIS HAS BEEN NON STOP SINCE THEY HAVE MOVED IN...POSS 2 SUBJS IN APT NOW

CT20 - Yandell, A (D3214) 08/10/23 04:46:20
<NOTIFIED> RP STS FA HALF IS POSS ASIAN...NOW ALOT OF SCREAMING IN THE APT

CT20 - Yandell, A (D3214) 08/10/23 04:46:41
<NOTIFIED> FA IS STILL SCREAMING HELP ME

CT20 - Yandell, A (D3214) 08/10/23 04:49:34
<NOTIFIED> CT NO LONGER ON LL W RP...RP CALLED ON ANON, AND IS REFUSING TO GIVE ANY OF HIS INFO OR PHONE #...WOULD LIKE TO REMAIN ANON

CE - Sonderegger, M (D011) 08/10/23 04:50:22
DIST COMING FROM APT [redacted]

CE - Sonderegger, M (D011) 08/10/23 04:55:14
[2F31] MAKING CONTACT

CE - Sonderegger, M (D011) 08/10/23 04:56:09
ANY AVAIL HMONG SPEAKING OFFICER

NW - Vang, N (D3137) 08/10/23 04:56:29
BC HMONG

SW - Lanik, S (D3175) 08/10/23 04:56:41
BC HMONG

SE - Lilly, L (D3150) 08/10/23 04:56:43
BC HMONG

2F31 - Jurado, K (P2106) 08/10/23 05:26:44
CONTACTED MOTHER/SON PARTY ADVISED NO ONE WAS IN ANY DISTRESS AND DID NOT NEED PD. NO INJURIES OR SIGN OF A DISTURBANCE. RP REFUSED TO CONTACT POLICE OR PROVIDE FURTHER INFORMATION.

Units

Previously Assigned

Unit ID	**2C31**
Badge Number	**P2002**
Responder Name	**Castellanos, Kristopher**
Badge Number	**P2001**
Responder Name	**Avila, Sarah**

Unit ID	**2D31**
Badge Number	**P2050**
Responder Name	**Feijo, Mikala**
Badge Number	**P2045**
Responder Name	**Rodarte, Matthew**

Unit ID	**2F31**
Badge Number	**P2106**
Responder Name	**Jurado, Kameron**

Unit ID	**2G32**
Badge Number	**P1797**
Responder Name	**Hinojos, Joseph**

Badge Number	**P2228**
Responder Name	**Lopez, Isaak**

Unit ID	**2X31**
Badge Number	**P2043**
Responder Name	**Tinoco, Vincent**
Badge Number	**P2044**
Responder Name	**Ruiz III, Ignacio**

Unit ID	**TWR1**
Badge Number	**P2053**
Responder Name	**Brown, Isaiah**
Badge Number	**P2119**
Responder Name	**Harris, Jalen**

RP (1)

Name	**ANON**
Phone Number	**REFUSED!**

Event History

Date Created	**08/10/23 04:43:22**
Date Closed	**08/10/23 05:26:44**
Disposition	**O - OK**
Unit Responsible	**2F31**
First Dispatched	**08/10/23 04:47:17**
First En Route	**08/10/23 04:45:23**
First On Scene	**08/10/23 04:50:53**

Time	ID - Name	Action	Details
08/10/23 04:43:22	CT20 - Yandell, A (D3214)	CREATE	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - DISPATCH AREA: [redacted] LOCATION: [redacted] - SOURCE: NEM - SYNOPSIS: POSS DV DIST...FA SCREAMING HELP ME HELP ME...RP STS HE CAN BANGING ON THE WALLS AND FA YELLIING TO STOP AS WELL...RP STS [redacted] SHOULD BE PARKED INFRONT OF RESD - ANI/ALI POSITION: 20
08/10/23 04:43:33	SE - Lilly, L (D3150)	ADDCOM	BC
08/10/23 04:43:37	NW - Vang, N (D3137)	ADDCOM	BC
08/10/23 04:43:43	NE - Her, N (D3060)	ADDCOM	BC
08/10/23 04:43:46	SW - Lanik, S (D3175)	ADDCOM	BC
08/10/23 04:44:47	CT20 - Yandell, A (D3214)	ADDCOM	<NOTIFIED> RP STS HE CAN HEAR BANGING ON THE WALLS AGAIN, AND THIS HAS BEEN NON STOP SINCE THEY HAVE MOVED IN...POSS 2 SUBJS IN APT NOW
08/10/23 04:45:23	CE - Sonderegger, M (D011)	PRIMARY	UNIT: 2F31
08/10/23 04:45:23	CE - Sonderegger, M (D011)	ENROUTE	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2F31 - LOCATION: [redacted]
08/10/23 04:45:24	CE - Sonderegger, M (D011)	UPDTL	UNIT: 2F31 - LOCATION: [redacted]
08/10/23 04:46:16	CE - Sonderegger, M (D011)	ENROUTE	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2C31 - LOCATION: [redacted]
08/10/23 04:46:17	CE - Sonderegger, M (D011)	UPDTL	UNIT: 2C31 - LOCATION: [redacted]
08/10/23 04:46:20	CT20 - Yandell, A (D3214)	ADDCOM	<NOTIFIED> RP STS FA HALF IS POSS ASIAN...NOW ALOT OF SCREAMING IN THE APT
08/10/23 04:46:28	CE - Sonderegger, M (D011)	CLEAR	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2C31
08/10/23 04:46:41	CT20 - Yandell, A (D3214)	ADDCOM	<NOTIFIED> FA IS STILL SCREAMING HELP ME
08/10/23 04:47:01	CT20 - Yandell, A (D3214)	ADDRP	RP NAME: ANON - RP PHONE NUMBER: REFUSED!
08/10/23 04:47:17	CE - Sonderegger, M (D011)	DISPATCH	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2G32 - LOCATION: [redacted]
08/10/23 04:47:18	CE - Sonderegger, M (D011)	UPDTL	UNIT: 2G32 - LOCATION: [redacted]
08/10/23 04:47:22	2G32 - Hinojos, J (P1797)	ENROUTE	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2G32 - LOCATION: [redacted]

08/10/23 04:49:34	CT20 - Yandell, A (D3214)	ADDCOM	<NOTIFIED> CT NO LONGER ON LL W RP...RP CALLED ON ANON, AND IS REFUSING TO GIVE ANY OF HIS INFO OR PHONE #...WOULD LIKE TO REMAIN ANON
08/10/23 04:50:22	CE - Sonderegger, M (D011)	ADDCOM	DIST COMING FROM APT [redacted]
08/10/23 04:50:53	2F31 - Jurado, K (P2106)	ONSCENE	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2F31 - LOCATION: [redacted]
08/10/23 04:50:56	2G32 - Hinojos, J (P1797)	ONSCENE	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2G32 - LOCATION: [redacted]
08/10/23 04:55:14	CE - Sonderegger, M (D011)	ADDCOM	[2F31] MAKING CONTACT
08/10/23 04:56:09	CE - Sonderegger, M (D011)	ADDCOM	ANY AVAIL HMONG SPEAKING OFFICER
08/10/23 04:56:29	NW - Vang, N (D3137)	ADDCOM	BC HMONG
08/10/23 04:56:37	CE - Sonderegger, M (D011)	QUERY	UNIT: 2G32 - [redacted]
08/10/23 04:56:41	SW - Lanik, S (D3175)	ADDCOM	BC HMONG
08/10/23 04:56:43	SE - Lilly, L (D3150)	ADDCOM	BC HMONG
08/10/23 04:57:02	CE - Sonderegger, M (D011)	QUERY	UNIT: 2G32 - [redacted]
08/10/23 05:07:50	CE - Sonderegger, M (D011)	UPDTL	UNIT: 2X31 - LOCATION: [redacted]
08/10/23 05:07:50	CE - Sonderegger, M (D011)	DISPATCH	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2X31 - LOCATION: [redacted]
08/10/23 05:07:50	CE - Sonderegger, M (D011)	DISPATCH	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2F31 - LOCATION: [redacted]
08/10/23 05:07:54	2F31 - Jurado, K (P2106)	ENROUTE	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2F31 - LOCATION: [redacted]
08/10/23 05:08:12	2X31 - Ruiz III, I (P2044)	CODE3	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2X31 - LOCATION: [redacted]
08/10/23 05:08:16	CE - Sonderegger, M (D011)	UPDTL	UNIT: 2D31 - LOCATION: [redacted]
08/10/23 05:08:16	CE - Sonderegger, M (D011)	DISPATCH	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2D31 - LOCATION: [redacted]

08/10/23 05:08:17	CE - Sonderegger, M (D011)	ONSCENE	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2D31 - LOCATION: [redacted]
08/10/23 05:08:22	CE - Sonderegger, M (D011)	UPDTL	UNIT: TWR1 - LOCATION: [redacted]
08/10/23 05:08:22	CE - Sonderegger, M (D011)	ONSCENE	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: TWR1 - LOCATION: [redacted]
08/10/23 05:08:23	2X31 - Ruiz III, I (P2044)	ENROUTE	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2X31 - LOCATION: [redacted]
08/10/23 05:08:26	2X31 - Ruiz III, I (P2044)	CODE3	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2X31 - LOCATION: [redacted]
08/10/23 05:08:28	CE - Sonderegger, M (D011)	UPDTL	UNIT: TWR1 - LOCATION: CLINTON EAST OF COLLEGE
08/10/23 05:09:15	CE - Sonderegger, M (D011)	CLEAR	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2D31
08/10/23 05:09:18	CE - Sonderegger, M (D011)	CLEAR	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: TWR1
08/10/23 05:11:14	CE - Sonderegger, M (D011)	CLEAR	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2X31
08/10/23 05:12:24	CE - Sonderegger, M (D011)	CLEAR	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2F31
08/10/23 05:16:28	CE - Sonderegger, M (D011)	CLEAR	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2G32
08/10/23 05:16:28	CE - Sonderegger, M (D011)	NEEDDSPO	
08/10/23 05:16:28	CE - Sonderegger, M (D011)	STACKED	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2F31
08/10/23 05:26:44	2F31 - Jurado, K (P2106)	CLEAR	PRIORITY: 0 - TYPE: 1E7 - DISTURBANCE / DOMESTIC VIOLENCE RELATED - UNIT: 2F31
08/10/23 05:26:44	2F31 - Jurado, K (P2106)	DISPO	CODE: O - REMARK: CONTACTED MOTHER/SON PARTY ADVISED NO ONE WAS IN ANY DISTRESS AND DID NOT NEED PD. NO INJURIES OR SIGN OF A DISTURBANCE. RP REFUSED TO CONTACT POLICE OR PROVIDE FURTHER INFORMATION.
08/10/23 05:26:44	2F31 - Jurado, K (P2106)	CLOSED	

Fresno Police Dept - CA
2323 MARIPOSA ST.
Fresno, CA 93721
US

Event ID 2308111305

Metadata

Event ID	**2308111305**
Created By	**CT06 - Santana, M (D3142) (06)**
Date Created	**08/11/23 22:12:36**
Date Closed	**08/12/23 03:28:28**
Status	**CLOSED**
Dispatch Area	[redacted]
Beat, Juris, Zone, Corner	[redacted]
Location	[redacted]
Location Details	**NA**
Type	**1E3 - DISTURBANCE / VERBAL**
Priority	**1 - Urgent / Non-Life Threatening, Property Crimes in Progress**
Source	**NEM - NON-EMERGENCY**
Synopsis	**VERB DIST IN THIS APT .. FEM SCREAMING, POSS SAYING STOP.. RP DOES NOT KNOW RESD NAME, NO ONE ELSE HEARD JUST FEM, WILL BE AFA.. NFI/NFD .. AREA CK ONLY**

Narrative

CT06 - Santana, M (D3142) 08/11/23 22:16:00

2308100278.. PREF CFS TO THAT LOC ALSO FROM AN ANON MALE/BLOCK# CALLED FOR FEM SCREAMING.. UNITS ARR AND MOM AND SON WERE[redacted]

CT24 - Lopez, J (D3199) 08/11/23 22:26:52

RP ADVDS NOW THERE IS A MALE AND FEM SCREAMING AND YELLING AND POSS THROWING THINGS AROUND// ADVDS THIS IS A CONTINOUS ISSUE

CT24 - Lopez, J (D3199) 08/11/23 22:29:42

<NOTIFIED> PER THE RP FEM YELLING AND SOUNDS TO BE THROWING THINGS AND POSS GLASS// WILL RAISE PRI

CE - Scott, E (D3140) 08/11/23 22:30:38

PRIOR CFS MALE [redacted]

CE - Scott, E (D3140) 08/11/23 22:30:53

[redacted]

CE - Scott, E (D3140) 08/11/23 22:31:41

BC

CE - Scott, E (D3140) 08/11/23 22:35:31

[redacted] (UNK IF SAME SUBJ TODAY)

CE - Scott, E (D3140) 08/11/23 22:36:44

RE BC

CE - Scott, E (D3140) 08/11/23 22:42:11
UNITS FOR [redacted]

CE - Scott, E (D3140) 08/11/23 22:50:22
HMONG SPEAKING OFFICER ? MIGHT BE HMONG SPEAKING HERE

SW - Partida, M (D3160) 08/11/23 22:50:39
BC HMONG - NO ANSWER

SE - Hackney, M (D3192) 08/11/23 22:50:58
BC HMONG

MT - Vasquez, N (D3108) 08/11/23 22:50:59
BC HMONG

CT07 / NW - Miller, S (D3041) 08/11/23 22:51:46
BC HMONG

NE - Yandell, A (D3214) 08/11/23 22:52:23
BC HMONG

CE - Scott, E (D3140) 08/11/23 22:57:22
[2D30] CANCEL HMONG , ITS LAO

CE - Scott, E (D3140) 08/11/23 23:03:36
BC LAO SPEAKER ? 2D30

CT07 / NW - Miller, S (D3041) 08/11/23 23:04:00
BC LAO

CE - Scott, E (D3140) 08/11/23 23:04:07
[2D30] TRIED THE TRANSLATION LINE AND CANT FIND ANYONE EITHER

NE - Yandell, A (D3214) 08/11/23 23:05:23
BC LAO

CE - Scott, E (D3140) 08/11/23 23:07:31
ANY LAO SPEAKING UNIT FOR THIS CALL ?

CE - Scott, E (D3140) 08/11/23 23:36:06
ANY CAMBODIAN SPEAKING OFFICER ? 2D30

SW - Santana, M (D3142) 08/11/23 23:36:22
BC CAMB SPKR

CE - Scott, E (D3140) 08/11/23 23:51:30
2D30 ... ATC [redacted] HAVE THEM COME OUT FOR UNIT ..

CE - Muro, A (D3155) 08/11/23 23:57:37
ATC RESD AT [redacted] AND HAVE THEM STEP OUT PLS.2G31

UT1 - Mendoza-Jones, M (D3143) 08/11/23 23:59:28
[redacted] RP STS THAT HE CANT COME TO THE DOOR HIS LEGS ARENT WORKING ..PATCH

CE - Muro, A (D3155) 08/12/23 00:00:03
PATCH 2G31

UT1 - Mendoza-Jones, M (D3143) 08/12/23 00:00:57
[redacted] PATCHED TO 2G31

CE - Muro, A (D3155) 08/12/23 00:04:05
CAN YOU ADD [redacted] TO THE CALL PLZ

UT1 - Partida, M (D3160) 08/12/23 00:04:34
[redacted]

UT1 - Partida, M (D3160) 08/12/23 00:08:30
CT23 DOING ATC FOR [redacted]

CE - Muro, A (D3155) 08/12/23 00:10:53
[redacted] WAS FROM APT [redacted] ANY OTHER NUMBS/SUBJS FOR APT [redacted] AT [redacted]? IF SO CAN THEY STEP OUT PLZ.. 2G31

CT23 - Garvey, N (D3056) 08/12/23 00:14:41
<NOTIFIED> UTL PH# FOR [redacted]

UT1 - Partida, M (D3160) 08/12/23 00:16:07
<NOTIFIED> ATTEMPTED TO REACH RESD OF [redacted]- NO ANSWER- [redacted]- NOT AVAIL AT THIS TIME UNABLE TO LEAVE VM.

Units

Previously Assigned

Unit ID	**209S**
Badge Number	**S267**
Responder Name	**Castillo, Erik**

Unit ID	**2D30**
Badge Number	**P1937**
Responder Name	**Rogers, Darrius**

Unit ID	**2G31**
Badge Number	**P1986**
Responder Name	**Nolen, Thomas**

RP (2)

Name	**MALE REFD**
Phone Number	**BLOCKED**

Name	[redacted]
Phone Number	[redacted]

Event History

Date Created	**08/11/23 22:12:36**
Date Closed	**08/12/23 03:28:28**
Disposition	**C - CASE**
Unit Responsible	**2D30 Rogers, D**
First Dispatched	**08/11/23 22:42:31**
First En Route	**08/11/23 22:42:34**
First On Scene	**08/11/23 22:50:29**

Time	ID - Name	Action	Details
08/11/23 22:12:36	CT06 - Santana, M (D3142)	CREATE	PRIORITY: 2 - TYPE: 1E3 - DISTURBANCE / VERBAL - DISPATCH AREA: CE - LOCATION: [redacted] - SOURCE: NEM - SYNOPSIS: VERB DIST IN THIS APT .. FEM SCREAMING, POSS SAYING STOP.. RP DOES NOT KNOW RESD NAME, NO ONE ELSE HEARD JUST FEM, WILL BE AFA.. NFI/NFD .. AREA CK ONLY - ANI/ALI POSITION: 06
08/11/23 22:12:36	CT06 - Santana, M (D3142)	ADDRP	RP NAME: MALE REFD - RP PHONE NUMBER: BLOCKED
08/11/23 22:16:00	CT06 - Santana, M (D3142)	ADDCOM	2308100278.. PREF CFS TO THAT LOC ALSO FROM AN ANON MALE/BLOCK# CALLED FOR FEM SCREAMING.. UNITS ARR AND MOM AND SON WERE [redacted]
08/11/23 22:26:52	CT24 - Lopez, J (D3199)	ADDCOM	RP ADVDS NOW THERE IS A MALE AND FEM SCREAMING AND YELLING AND POSS THROWING THINGS AROUND// ADVDS THIS IS A CONTINOUS ISSUE
08/11/23 22:29:42	CT24 - Lopez, J (D3199)	ADDCOM	<NOTIFIED> PER THE RP FEM YELLING AND SOUNDS TO BE THROWING THINGS AND POSS GLASS// WILL RAISE PRI
08/11/23 22:29:44	CT24 - Lopez, J (D3199)	MODIFY	PRIORITY: 1
08/11/23 22:30:38	CE - Scott, E (D3140)	ADDCOM	PRIOR CFS [redacted]
08/11/23 22:30:53	CE - Scott, E (D3140)	ADDCOM	[redacted]
08/11/23 22:31:41	CE - Scott, E (D3140)	ADDCOM	BC
08/11/23 22:32:04	CE - Scott, E (D3140)	QUERY	[redacted]
08/11/23 22:35:31	CE - Scott, E (D3140)	ADDCOM	[redacted]
08/11/23 22:36:44	CE - Scott, E (D3140)	ADDCOM	RE BC
08/11/23 22:42:11	CE - Scott, E (D3140)	ADDCOM	UNITS FOR [redacted]
08/11/23 22:42:31	CE - Scott, E (D3140)	UPDTL	UNIT: 2G31 - LOCATION: [redacted]
08/11/23 22:42:31	CE - Scott, E (D3140)	PRIMARY	UNIT: 2G31
08/11/23 22:42:31	CE - Scott, E (D3140)	DISPATCH	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 2G31 - LOCATION: [redacted]
08/11/23 22:42:34	2G31 - Nolen, T (P1986)	ENROUTE	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 2G31 - LOCATION: [redacted]
08/11/23 22:42:53	CE - Scott, E (D3140)	UPDTL	UNIT: 2D30 - LOCATION: [redacted]

08/11/23 22:42:53	CE - Scott, E (D3140)	DISPATCH	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 2D30 - LOCATION: [redacted]
08/11/23 22:43:40	2D30 - Rogers, D (P1937)	ENROUTE	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 2D30 - LOCATION: [redacted]
08/11/23 22:50:22	CE - Scott, E (D3140)	ADDCOM	HMONG SPEAKING OFFICER ? MIGHT BE HMONG SPEAKING HERE
08/11/23 22:50:29	2D30 - Rogers, D (P1937)	ONSCENE	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 2D30 - LOCATION: [redacted]
08/11/23 22:50:39	SW - Partida, M (D3160)	ADDCOM	BC HMONG - NO ANSWER
08/11/23 22:50:46	2G31 - Nolen, T (P1986)	ONSCENE	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 2G31 - LOCATION: [redacted]
08/11/23 22:50:58	SE - Hackney, M (D3192)	ADDCOM	BC HMONG
08/11/23 22:50:59	MT - Vasquez, N (D3108)	ADDCOM	BC HMONG
08/11/23 22:51:46	CT07 / NW - Miller, S (D3041)	ADDCOM	BC HMONG
08/11/23 22:52:23	NE - Yandell, A (D3214)	ADDCOM	BC HMONG
08/11/23 22:57:22	CE - Scott, E (D3140)	ADDCOM	[2D30] CANCEL HMONG , ITS LAO
08/11/23 23:02:08	CE - Scott, E (D3140)	PRIMARY	UNIT: 2D30 - NAME: ROGERS, D
08/11/23 23:03:36	CE - Scott, E (D3140)	ADDCOM	BC LAO SPEAKER ? 2D30
08/11/23 23:04:00	CT07 / NW - Miller, S (D3041)	ADDCOM	BC LAO
08/11/23 23:04:07	CE - Scott, E (D3140)	ADDCOM	[2D30] TRIED THE TRANSLATION LINE AND CANT FIND ANYONE EITHER
08/11/23 23:05:23	NE - Yandell, A (D3214)	ADDCOM	BC LAO
08/11/23 23:07:31	CE - Scott, E (D3140)	ADDCOM	ANY LAO SPEAKING UNIT FOR THIS CALL ?
08/11/23 23:12:15	CE - Scott, E (D3140)	UPDTL	UNIT: 209S - LOCATION: [redacted]
08/11/23 23:12:15	CE - Scott, E (D3140)	DISPATCH	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 209S - LOCATION: [redacted]
08/11/23 23:12:32	209S - Castillo, E (S267)	ENROUTE	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 209S - LOCATION: [redacted]
08/11/23 23:14:02	209S - Castillo, E (S267)	ONSCENE	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 209S - LOCATION: [redacted]

08/11/23 23:36:06	CE - Scott, E (D3140)	ADDCOM	ANY CAMBODIAN SPEAKING OFFICER ? 2D30
08/11/23 23:36:22	SW - Santana, M (D3142)	ADDCOM	BC CAMB SPKR
08/11/23 23:51:30	CE - Scott, E (D3140)	ADDCOM	2D30 ... ATC [redacted] HAVE THEM COME OUT FOR UNIT ..
08/11/23 23:57:37	CE - Muro, A (D3155)	ADDCOM	ATC RESD AT [redacted] AND HAVE THEM STEP OUT PLS.2G31
08/11/23 23:59:28	UT1 - Mendoza-Jones, M (D3143)	ADDCOM	[redacted] ..RP STS THAT HE CANT COME TO THE DOOR HIS LEGS ARENT WORKING ..PATCH
08/12/23 00:00:03	CE - Muro, A (D3155)	ADDCOM	PATCH 2G31
08/12/23 00:00:57	UT1 - Mendoza-Jones, M (D3143)	ADDCOM	[redacted] PATCHED TO 2G31
08/12/23 00:04:05	CE - Muro, A (D3155)	ADDCOM	CAN YOU ADD [redacted] TO THE CALL PLZ
08/12/23 00:04:34	UT1 - Partida, M (D3160)	ADDCOM	[redacted]
08/12/23 00:04:48	UT1 - Partida, M (D3160)	ADDRP	RP NAME: [redacted]
08/12/23 00:08:30	UT1 - Partida, M (D3160)	ADDCOM	CT23 DOING ATC FOR APT [redacted]
08/12/23 00:10:46	209S - Castillo, E (S267)	UPDTL	UNIT: 209S - LOCATION: HQ
08/12/23 00:10:53	CE - Muro, A (D3155)	ADDCOM	[redacted] WAS FROM APT [redacted] ANY OTHER NUMBS/SUBJS FOR APT [redacted] AT [redacted] ? IF SO CAN THEY STEP OUT PLZ.. 2G31
08/12/23 00:14:41	CT23 - Garvey, N (D3056)	ADDCOM	<NOTIFIED> UTL PH# FOR [redacted]
08/12/23 00:16:07	UT1 - Partida, M (D3160)	ADDCOM	<NOTIFIED> ATTEMPTED TO REACH RESD OF [redacted] - NO ANSWER- [redacted] - NOT AVAIL AT THIS TIME UNABLE TO LEAVE VM.
08/12/23 00:26:01	2D30 - Rogers, D (P1937)	DISPO	CODE: C - ASSIGNEE: 2D30 - ROGERS, D (P1937)
08/12/23 02:04:23	2D30 - Rogers, D (P1937)	CLEAR	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 2D30
08/12/23 02:10:27	2G31 - Nolen, T (P1986)	CLEAR	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 2G31
08/12/23 03:28:28	209S - Castillo, E (S267)	CLEAR	PRIORITY: 1 - TYPE: 1E3 - DISTURBANCE / VERBAL - UNIT: 209S
08/12/23 03:28:28	209S - Castillo, E (S267)	CLOSED	

Speaker 2 *Yeah. And additional things such as policies and everything else that goes with patrol function and our department.*

Speaker 1 *Okay. Um, what sort of response does a call of an in progress incident that may pose an imminent risk or, I'm sorry, an I imminent threat to life or great bodily injury? Receive,*

Speaker 2 *I'm sorry.*

Speaker 1 *What sort of response does an in progress call with a threat to life or great bodily injury? How do we respond to that?*

Speaker 2 *Uh, as a zero priority emergency, zero ones priority is emergency situation.*

Speaker 1 *Okay. Um, who is* [redacted] *Who is she to you?*

Speaker 2 *She, um, <laugh>,* [redacted].

Speaker 1 [redacted]

Speaker 2 [redacted]

Speaker 1 *Okay. And then* [redacted]

Speaker 2 *Very good. That was, uh, that's her son.*

Speaker 1 *Okay. And then how long have you dated uh,* [redacted]

Speaker 2 *Uh, over, well we broke up maybe a month, month and a half, I'm not sure. But, uh, over a year.*

Speaker 1 *Okay. And then when did your relationship, um, I guess end* [redacted]

Speaker 2 *Um, I want to say the end of July.*

Speaker 1 *Okay. I wanna play a nine one one call from August 10th.*

Speaker 3 *Okay.*

Speaker 4 *On call on Thursday, August 10th, 2020 3, 4 41 and 25 seconds AM*

Speaker 3 *Press department.*

Speaker 4 *Yeah. Yeah. I want a report. Um, I mean there's screaming and yelling at this apartment. It at* [redacted]*. Is it? Did he say* [redacted] *Yeah,* [redacted] *Okay. He Logan number* [redacted] *I don't want to get involved. This female is screaming help me out. Me and there's a lot of banging noise going on and I know there's a lot of getting a lot of traffic in and out. There should be a a a a* [redacted] *parking front of it that these people just moved in and there's a lot of traffic. And now I hear screaming me and yelling, a female yelling and help me stop, help me how to stop.*

Speaker 3 *What, what*

Speaker 4 *Day you took it at The White House Police Department. The apartment? Yeah. I need to take* [redacted] *She's screaming again, help me. I wanna walk out there to check, but I don't wanna, I don't want them to. Are they in the apartment or outside the apartment? They're, they're inside. Okay. Yeah. Now hear banging like something's been throwing around.*

Speaker 3 *Okay.*

Speaker 4 *I, I I don't, I don't want to get involved in this. I That's okay. And you're unsure of how many subjects are all? Um, I know that there's two for sure a male and a female, but a female had lazy, a lot of traffic. I see different guys all the time.*

Speaker 3 *Okay.*

Speaker 4 *And then the, uh, <inaudible>, what did she look like? Did she like Mexican skin? Hispanic? I, I know, I know the Asians. Okay. Yeah, I don't, I don't know. And I think they, I know the, um, um, I don't know. I'm not saying make any assumption because nobody but* [redacted] *left <inaudible> from said better, you know, never seen it. Okay. There, there, there's a lot of screaming going on in there. Okay. Lot of screaming. What did she say? Huh? She said Help me, help me.*

Speaker 3 *Okay.*

Speaker 4 *What's a good phone number for you? I I, I'm not gonna give my phone number. I don't wanna do both and I don't, this is, yeah, because like I said there, this is shady character is gonna come back to me. Yeah. I I I I want to remain anonymous. I can do that. Go ahead. That's fine. Okay. Okay, ma'am. Thank you. Okay. Thank you. Alright, bye.*

Speaker 3 *Okay. Why did you make that phone call?*

Speaker 2 *The reason I made it 'cause um, when she left, um, um, well I should see when she left, when her son got an apartment that she told me, I'll be right back. I'm gonna move in or I'm gonna help my son unpack. And uh, my mom's very close to her and then every day my, she goes to work or leaves or am on anyways leaves. My mom's always opens the door for her to follow her and they get along very well. And when she left, she said I'll be back after I, uh, helped my son unpack and then, uh, she never came back. Um, I call her, she does a pickup and um, I just want some answers and I want, uh, um, the response, just gimme something. And, um, that's what I wanted. Um, then we, uh, sometime in between there and then we, um, we saw each other at some mutual friend's house, um, which is said normally, you know, um, when I say normal it is more like boyfriend girlfriend relationship, hugs and kisses in front of everybody and, you know, sit on my lap and just said, oh, okay. You know, I, um,*

Speaker 2 *And when we leave at the, uh, ed event, um, again talk and she would say, call me. Um, I remember one time she said, call me tomorrow at 11. And then I called her no response. And during the conversation, you know, um, I just wanted to know why, you know, why did you leave and why there was no explanation. And my,*

Speaker 3 *I was that August 23rd, what date that call was on August 10th. I'm sorry.*

Speaker 1 *Take as long as you need.*

Speaker 2 *I just feel bad for my mom. My mom's got* [redacted] *but yet my mom left her see her wedding around asking, looking for her. It, it hurts. So anyways, um, again, during that time, the period, um, I said, well, mutual friends call me, Hey, come over for dinner. Not knowing, there's no communication there with Emma and I, uh, knowing she's gonna be there and I show up and she's there. And again, everything that normal call me, you know, I call, call me the next day when I call no answer. All I want to do is talk to her, just give the explanation and then where we're gonna go. You know, why did you say you're gonna come back? And then, um, you didn't and then you, you wouldn't respond to my calls. No explanation,*

Speaker 3 *<affirmative>.*

Speaker 2 *So that's the reason why I wanted to get a response.*

Speaker 1 *So did her son move to the apartment at* [redacted] *Yes. And when she left your place to help him move, she essentially moved in there and just never came back?*

Speaker 2 *Yes.*

Speaker 1 *And then, am I, am I correct in when you would see her out socially mm-hmm. <affirmative>. It was as if nothing was wrong, <laugh>*

Speaker 2 *Yes.*

Speaker 1 *But when she would leave that social situation after telling you to call her, she would pretty much ghost you?*

Speaker 2 *Yeah. No. No response. No answer.*

Speaker 1 *Okay. So did you think placing this call would generate a response from her?*

Speaker 2 *Yes. That, that's, that was my thought process, get her response and maybe again, seek out some, seek out to me for my opinions or my advice.*

Speaker 1 *Okay.*

Speaker 2 *Yeah, that's that*

Speaker 3 *Wass.*

Speaker 5 *So you were hoping she would call you to ask why the police, about the police go into*

Speaker 2 *Her house and*

Speaker 1 *Stuff like, what do I do? How do I handle this? Right. So*

Speaker 5 *You're trying to prompt a response.*

Speaker 2 *Right. Right, right, right.*

Speaker 1 *Okay. So you believed placing that call would generate a police response?*

Speaker 2 *Yes.*

Speaker 1 *Um, were the events you described in the call actually happening?*

Speaker 2 *No.*

Speaker 1 *Um, were you present?*

Speaker 2 *No.*

Speaker 1 *And why didn't, why didn't you identify yourself to Compson?*

Speaker 3 *I*

Speaker 1 *Is it because you knew it wasn't a legitimate call?*

Speaker 2 *Well, yeah, that too, but it's just more of, I know that people can call in for un honestly or anything and, and don't, you know, give, give them information.*

Speaker 1 *Right. But you're an officer with the department.*

Speaker 2 *I understand.*

Speaker 1 *Um, did you call the non-emergency line because you believed your phone number couldn't be identified?*

Speaker 2 *My phone number? Yeah. Um, I blocked it.*

Speaker 1 *So is that why you didn't call 9 1 1? You called the six one 7,000?*

Speaker 2 *Um, I'm not sure what numbers I called, to be honest with you. I don't, I don't know if I called 9 1 1 or I blocked. I don't know that how that works, but I know I, I blocked my number when I called.*

Speaker 3 *Okay.*

Speaker 1 *So based on the details that you provided to Compson, what sort of response would you expect from patrol?*

Speaker 2 *Uh, the emergency response or re respond to a call for service.*

Speaker 1 *Okay. Um, was there a potential for the residence or responding officers to be injured, responding to the call?*

Speaker 2 *Uh, anything's a possibility, yes.*

Speaker 1 *And you were willing to risk that?*

Speaker 2 *Um, you know, at the time I was, I mean, I mean it go through my mind.*

Speaker 3 *Okay.*

Speaker 1 *What was significant about the white Tesla?*

Speaker 2 *'cause I know what she, that she drives.*

Speaker 1 *That's the car that she drives? Mm-hmm. <affirmative>. Okay. And how do you know it was parked out front?*

Speaker 2 *'cause that's where she parks it.*

Speaker 1 *So you're just kind of gambling that she's there?*

Speaker 2 *Yeah, the* [redacted] *there. She's there.*

Speaker 1 *Okay. Um, the call was placed at zero 40 or I'm sorry, 0 4 4 1 hours. Were you on your way to work?*

Speaker 3 *Um,*

Speaker 2 *That's August 10th.*

Speaker 1 *Let's see, August 10th was eight.*

Speaker 5 *Do you go to work that early in the morning?*

Speaker 2 *No.*

Speaker 1 *How was it? Thursday?*

Speaker 2 *Um,*

Speaker 1 *Are you off Thursday, Friday?*

Speaker 2 *No, I'm off Monday, Tuesday. Okay. Um, yeah. Um, August 10th. Yeah. Yeah, I'll be working. I was working that day. Okay.*

Speaker 5 *But this call wasn't made. Was this call made on your way to work?*

Speaker 2 *No, I, I work at, I'm at Fruit and Herndon and Northwest's Shaw Marks.*

Speaker 1 *Okay.*

Speaker 2 [redacted].

Speaker 1 *So you didn't detour to this location, make the call?*

Speaker 2 *No, it wasn't home.*

Speaker 1 *Okay. Um, and we have another call, actually two more calls on August 11th*

Speaker 4 *And call on Friday, August 11th, 2020 3, 10 0 8 30 9:00 PM*

Speaker 4 *Fresno Police Department. Hey. Yeah, I, I'm at a* [redacted] *and I'm hear a lot of screaming and yelling to their apartment. Okay. And just to make sure it is to the apartment,* [redacted] *You asking what day it was? Do you have any visual at all? No, not at all. I could hear a lot of screaming and yelling. Yeah. Just to confirm, is it male females that are screaming? It? It's a female. Okay. Can you make out what she's saying? Yeah, she said something. I stopped. Okay. Do you hear anybody else? No. It just stop, pop stop. Okay. Are you still hearing it now? Uh, it it, well I heard it like a minute ago. Okay. And have you heard it again? Uh, I'm listening. Yeah, I heard again. Okay, stop, stop. Okay. And then just to make sure, uh, do you know the person that lived there at all?*

Speaker 4 *No, I, they did? Yeah, they just moved in and I lived in an apartment complex and it, it, this is nonstop. Okay. And then do you, do you know if it's white, black, Hispanic, Asian? No, she's Asian. I know that there's a lot of traffic going on. And do you lives in there? Um, I don't know. I mean, I've seen a lot of people. Okay. And your name? I, uh, I want, uh, anonymous 'cause I don't want, okay. I'll have an officer. I'll have an officer do the area check. Yeah. Okay. Now you hear law screen now. Okay. Alright. Bye-Bye.*

Speaker 3 *So*

Speaker 4 *Why did you*

Speaker 3 *Make that call?*

Speaker 2 *Um, same answer again, I just want to prompt her to respond back so I can have some sort of communication to respond response from her.*

Speaker 3 *Okay.*

Speaker 1 *So these events again, were not actually occurring?*

Speaker 3 *No.*

Speaker 1 *Um,*

Speaker 3 *Then*

Speaker 1 *20 minutes later you placed another call*

Speaker 4 *On call on Friday, August 11th, 2023. 10 26, 4:00 PM Present? Yeah. I, I call, I, I I call on* [redacted] *It sounds really bad.* [redacted] *But now the male and female screaming, yelling, just throwing things around. Uh, do you see them outside? No. No. They, they inside I, I I, these people are just nonstop. It, same thing happened last night. I hear things going around like glass something, but I don't know, like, it, it, it, it, it, it, it, it, it, it bad. All righty. I do have that call and I'll go ahead and update that way my officers*

are aware. Okay. Okay. If they needed to to talk because yeah. A male and there's a guy and a girl and yelling and screaming things and I can hear I or something all.

Speaker 1 *Did you place the second call because you didn't get the response that you wanted from the first call*

Speaker 2 *From her? Yes. Or her and her son? I see it just, yeah, she never, she never replied or responded.*

Speaker 1 *And when you made the second call, were you aware the first call was still holding?*

Speaker 3 *No.*

Speaker 1 *Did she ever call you as a result of these two calls that you made or these three calls?*

Speaker 2 *She didn't call me, but I don't know. It was a during, again, throughout the social gathering or at Mutual? Um, be honest, I don't know if she mentioned it to me or not, or to anybody. I don't, I don't know that. Yeah. But as far as phone calls, no.*

Speaker 1 *Okay. Are you aware that it's a crime to make a false report of an emergency?*

Speaker 2 *Yes, I do.*

Speaker 3 *Okay.*

Speaker 1 *Um, do you have any questions about that part of it?*

Speaker 5 *Um, had you been drinking or anything when you were making these phone calls?*

Speaker 2 *Obviously there early morning though. Um, that was at 10 o'clock at night. What was the first*

Speaker 5 *4 41 in the morning?*

Speaker 1 *Yeah, the second one was, um, like 10 30 at night.*

Speaker 3 *Okay. Yeah.*

Speaker 2 *Yeah, that probably was*

Speaker 1 *Both times or the second one.*

Speaker 2 *This at 10 o'clock one? Yeah. No, not the early morning, but to work.*

Speaker 5 *Would you say that this would be, um, normal behavior for yourself?*

Speaker 2 *No.*

Speaker 5 *Would you say this would be maybe a lapse in judgment or you weren't thinking clearly at the time?*

Speaker 2 *Um, yes.*

Speaker 1 *So did you call both* [redacted] *and her son repeatedly after your relationship ended? I think you kind of touched on it a little bit.*

Speaker 2 *Yes.*

Speaker 1 *Um, for and for what purpose was it? Is it because she kept telling you to call her?*

POST Administrative Interview
Advisement and Transcription Cover Page

POST CASE NUMBER: POST2316280
SUBJECT OFFICER NAME: Khammouane Kevin Thakham

Administrative Interview Advisement

Following is the record of an Administrative Interview conducted by the Professional Conduct Central Bureau on 11/6/2025 with Officer Khammouane Kevin Thakham, who is the subject of this investigation. The interview was recorded and a true and correct copy of the recording is being maintained by the Professional Conduct Central Bureau. The recording reflects all relevant statements and conversations occurring during the course of the interview. The interview was also transcribed by AXON Auto-Transcribe. This transcript was prepared by Associate Govermental Program Analyst Elise Madison, Professional Conduct Central Bureau.

Parties Present:
Law Enforcement Consultant Robert Tripp, Professional Conduct Central Bureau, Primary Investigator
Law Enforcement Consultant Phil Caporale, Professional Conduct Central Bureau, Secondary Investigator
Officer Khammouane Kevin Thakham, Fresno Police Department, Subject
Sergeant Jeff La Blue, Fresno Police Department, Representative for subject officer
Sergeant Mark Anderson, Fresno Police Department, Representative for subject officer

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LEC Tripp: Alright, so good morning everyone. The date is, uh, November 6th. The time is approximately 10:43 AM. This is an administrative inquiry concerning Officer Kevin Thakham of the is, am I pronouncing that right? Thakham? Thakham of the Fresno Police Department. This interview is being conducted and recorded at the CHP Fresno

Audible Date/Time Stamp: Call one. Call on Thursday, August 10th, 2023. 4:41 and 25 seconds AM.

Dispatch: Fresno Police Department

Caller: Yeah, hey I wanna report, um, I mean, there's screaming and yelling at this apartment. It's at [redacted].

Dispatch: [redacted]*, is it, did you say* [redacted]

Caller: Yeah, [redacted]*. I don't wanna get involved. This female is screaming, help me, help me. And there's a lot of banging noise going on and I know there's a lot of getting a lot of traffic in and out. There should be a, a, a, a, a* [redacted] *parked in front of it. These people just moved in and there's a lot of traffic. And now I hear screaming and yelling. A female yelling. "Help me. Stop. Help me. Stop."*

Dispatch: You said there is a [redacted] *that is parked in front of the apartment?*

Caller: Yeah, [redacted]*. She is screaming again, "Help me." I want to walk out there to check but I don't want to, I don't want them to–*

Dispatch: "Are they in the apartment or outside the apartment?"

Caller: Yeah they are inside. Now I hear banging and something being thrown around. I don't want to get involved in this. I, I—

Dispatch: That's okay.

Caller: It's non— I know, it's been not-stop since they move in. They moved in not too long ago.

Dispatch: And you're unsure of how many subjects are in the house?

Caller: Um, I know there are two for sure. A male and a female, but the female, I have, lately, uh, since they move in, a lot of traffic, I see different guys there all the time.

Dispatch: Okay. And then the female half. What does she look like? Is she Mexican Hispanic?

Caller: I know, I know they Asians, I don't know. I, I think they Laotian. I know the, um, um, I don't know, I'm not making assumptions. Nobody

drives a [redacted] [u/i]. Never seen it. Okay, okay, there is a lot of screaming going on in there, lot of screaming.

Dispatch: What is she saying?

Caller: Hah? She is saying "Help me, help me."

Dispatch: Okay. What is a good phone number for you?

Caller: I'm not going to give my phone number. I don't want to get involved. And uh, this is, yeah cause, like I said, very, very shady, shady characters are going to come back to me. I, uh, I, I, I, I want to remain anonymous. I can do that, right?

Dispatch: That's fine.

Caller: Okay, ma'am. Thank you.

Dispatch: Okay. Thank you.

Caller: Alright.

LEC Tripp: First question. That was you placing that call? Correct?

Officer Thakham: Yes, sir.

LEC Tripp: Okay. Um, was any of the situation that you described was, um, what was accurate in that situation?

Officer Thakham: There's nothing accurate.

LEC Tripp: Okay. You, you fabricated the situation?

Officer Thakham: Yes.

LEC Tripp: Okay.

LEC Tripp: Um, why? Why did you place the call?

Officer Thakham: I placed a call because at the time that, uh, she left, um, there was no sort of communication. And I wanted to know, I was inquiring about some answers about why she's not coming back but she said she was. On top of that, my emotion was very high due to the fact that my mom, she suffers [redacted]. And, um, you know I was raised by my grandmother and mom is the last child of, of my grandmother when we came here from Laos or Thailand. And mom was very attached to, her name is [redacted] we call her [redacted] very attached to her. And, um, day to day get up

to feed her, take care of her and every day mom would ask her where she would go and, oh, I'll be back mom. And my emotion was very high. I notice, mom's at the door, and I'm going to work, mom's at the door and I'm at home, mom's at the door, asking for her. And I didn't get any, any answer or any, um, response from her. And I just, I did that selfishly, to, to— Again, I wasn't, I wasn't thinking and I want some type of response perhaps that, um, um, um, you know, I don't know, consult with me or something, question me about the calls or something to get her response. Mm-hmm. That's why I did it.

LEC Tripp: So, so what did you think would happen, after you placed that call?

Officer Thakham: That she would reach out and ask what, um, uh, for my advice and what can I do to help her, let her, you know, hopefully, you know, um, or come back, you know. That's all.

LEC Tripp: Okay. Um, I, I think that's good information for the commission to know. Um, would it be fair to say you weren't trying to inflict pain or punish. You were trying to get information.

Officer Thakham: No sir I had no intention malicely or intentionally to— none of that.

LEC Tripp: Okay. Um, so the, was— There are two people at the residence, um, [redacted]. Was the call really directed at her, not him; him, not her; or both; or neither?

Officer Thakham: It was more of, um, directed—the occupants. It was, it was a more of, because I want her response, it's more, yes, it's more directed at her as far as, a reply or something, to trigger that response to me, response to me. So that's, again, He, He wasn't anything more specific that, I just, I just want some answers.

LEC Tripp: Okay.

Officer Thakham: And, and that's, that's a major part of it. I want some answers or some type of communication from her.

LEC Caporale: Where were you when you made this call?

Officer Thakham: I was at home, sir.

LEC Tripp: Okay. Well, Phil just anticipated my next, my next question. Um, were you, were you somehow monitoring, um, the apartment? Did you, you know, how did you know what was going on?

Officer Thakham: I,

LEC Tripp: Or, or, or you didn't?

Officer Thakham: No, I didn't know, I didn’t know what was going on.

LEC Caporale: You were not in close physical proximity when you made that call.

Officer Thakham: No sir, I was at home sir.

LEC Caporale: How far apart is that? Approximately?

Officer Thakham: At least five miles at least, from my house to her apartment.

LEC Tripp: Did you, um, have a plan for figuring out what the impact of this call was? Did you have any way of monitoring what was unfolding?

Officer Thakham: No, sir.

LEC Tripp: So, um, you, you placed the call, you essentially fired the shot downrange and, um, that was, that.

Officer Thakham: Well, uh, the plan for me was hopefully I get a response back.

LEC Tripp: I got it. I got it. That, um, that makes sense. So you, um, you didn't check with dispatch, you didn't do any searches.

Officer Thakham: No sir.

LEC Tripp: Okay. Um, now this call was placed to the communication center. It wasn't just dialing 9 1 1. Is that your recollection?

Officer Thakham: Yes, sir. It went through the communication center, yes.

LEC Tripp: Okay. So in other words, you dialed a, um, a seven digit number or you did dial 9 1 1?

Officer Thakham: I don't recall. I believe it was non – emergency. But again I don’t….

LEC Tripp: Okay well the reason I'm asking, I realize that we are two years after the fact and um, so there is a little bit of a distance of time, is um why you, was there any particular reason why you chose the non-emergency number?

Officer Thakham: No, sir. I just…no, I, I don't, I have no reason for that.

LEC Tripp: Um, one fact that I'll offer, and if this is not accurate, please let me know, is that I believe your number was blocked? Is that your recollection?

Officer Thakham: I do remember dialing a six-seven number.

LEC Tripp: Okay. Yeah.

Officer Thakham: Before, to block it

LEC Tripp: And that blocks the caller ID?

Officer Thakham: Yes, sir.

LEC Tripp: Um, why, why did you do that?

Officer Thakham: Again, it, it's to, um, hide my number and my identity.

LEC Tripp: Okay. Um, and that's because you knew what you were doing was improper?

Officer Thakham: Yes.

LEC Tripp: Okay. Were you aware of the legality of it?

Officer Thakham: Not at the time, sir, but I, I do now and after the fact, yes, sir.

LEC Tripp: Okay.

LEC Tripp: Um, but at the time you were just concerned that it was just not a proper thing to do?

Thakahm: Again, at the time when I, that took place, I, I was not thinking rationally. I was not, like, I wasn't thinking at all, until after the fact, the consequences, what I'm facing with our, with our department and that.

LEC Tripp: Okay. Um, now when you describe, when you walk me through your career, you clearly have a lot of, um, street law enforcement experience. Um, what do you know about how, um, Fresno prioritizes calls for service?

Officer Thakham: Uh, in-progress calls, emergency calls, and um especially uh disturbances and uh and it goes through a zero priority again as emergency, um number one priority and uh then it goes to two, which is a suspect, potential suspect, or you know, verbal argument, and it goes to three, telephonic cold calls, um, burglaries and civil issues and stuff like that. As far as nothing in progress, nothing immediate, nobody in danger, it goes down to four and they call that telephonic.

LEC Tripp: Okay. Zero being urgent. Um, one…less urgent?

Officer Thakham: Yes, sir. One, one and above, and it’s a high-priority risk.

LEC Tripp: Okay.

LEC Tripp: Um, what prioritization do you think that call would've generated?

Officer Thakham: It would be a Zero.

LEC Tripp: It would be a zero. Okay. It would be a zero. Okay.

LEC Tripp: Uh, so I'm going to sort of repeat myself a little bit. Um, you said you made no attempt to see what the impact was. Your goal was to get her to call you, and that was your, kind of, your measure of success. Did, um, the next day after that, um, was that still your measure of success or did you do any, um, investigation of your own to see, um, how that call unfolded?

Officer Thakham: I did not.

LEC Tripp: Uh, okay.

LEC Tripp: Um, did you make any attempt, not through an anonymous call to the police department, but directly after you placed this call within 24 hours, let's say, um, to contact [redacted] directly?

Officer Thakham: There were several text messages, messages from the day she left and, and I don't know exact date, sir, as far as, but I, I know I attempted to, uh, text her.

LEC Tripp: Okay. Um, if I can clarify, I'm talking, after you placed this call, you placed the call to the police department anonymously. Did you then reach out to her or her son? And if you don't remember, that's fine.

Officer Thakham: I don't recall that sir.

LEC Tripp: Okay. Um, any other questions on that?

LEC Caporale: I had a couple follow up questions if I may. Um, you had mentioned that you were living together for about a year, and then about a month prior to this first call she had, she and her son had moved out. Is that correct?

Officer Thakham: Yes, sir.

LEC Caporale: During, from that approximate one month timeframe, at any time did she reach out to contact you or was it you reaching out via text, phone call, or some other medium to contact her?

Officer Thakham: I, I, I, I did reach out and, again, sir, I don't recall was there, there was any exchange of text messages. I don't recall on that, between her and I, um, during that, during that time, um, yeah I don't recall that, sir.

LEC Caporale: Okay.

LEC Tripp: So, um, that was on the 10th at, um, a little after 10:00 PM. Um, another call— Oh, correction: that was actually early in the morning. That was at 4:00 AM. Um, you placed another anonymous call to the police department. These calls are shorter um, but I would like to play them so we'll play the first call, which was on the evening of the 11th. If I can start it. [Plays recorded call, set off below in italics.]

> *Audible Date/Time Stamp: Call one. Call on Friday, August 11th, 2023, 10:08 and 39 seconds PM.*
>
> *Dispatch: Fresno Police Department.*
>
> *Caller: Hey, yeah, I, I'm at [redacted] and I hear a lot of screaming and yelling to that apartment.*
>
> *Dispatch: Okay, and just to be sure, it is to the apartment [redacted] as in [redacted] right?*
>
> *Caller: [redacted] as in what? [redacted] as in [redacted]*
>
> *Dispatch: Yes, okay. And then do you have any visual at all?*
>
> *Caller: No.*
>
> *Dispatch: Okay.*
>
> *Caller: Not at all. I just hear a lot of screaming and yelling.*
>
> *Dispatch: Now, just to confirm, is it male, female that are screaming?*
>
> *Caller: It's a female.*
>
> *Dispatch: Okay. Can you make out what she's saying?*
>
> *Caller: Uh, she said something like, stop.*
>
> *Dispatch – Okay. Did you hear anybody else? No, she's yelling stop, stop, stop.*
>
> *Dispatch: Okay. Are you still hearing it now?*
>
> *Caller: Uh, well, I heard it like a minute ago.*
>
> *Dispatch: Okay. And have you heard it again?*

Caller: Uh, I'm listening. Yeah, I heard again. Stop, stop.

Dispatch: Okay. And then just to make sure, um, do you know the person that lives there at all?

Caller: No, I, they, they, yeah, they just moved in and I live in the apartment complex and it is nonstop.

Dispatch: Okay. And then do you know White, Black, Hispanic, Asian?

Caller: No, she's Asian. I know that there's a lot of traffic going on and um—

Dispatch: Do you know who else lives with her there?

Caller: Um I don't know I mean, I've seen a lot of people.

Dispatch: Okay. And your name?

Caller: A lot of…I, uh, I wanna, uh, anonymous because I don't wanna…

Dispatch: Okay. I'll have an officer, I'll have an officer do the area check.

Caller: Okay, now I hear a lot of screaming now.

Dispatch: Okay, alright bye-bye.

LEC Tripp: Okay, so this is the following day, of the call we heard before. Why did you place this call?

Officer Thakham: Again um I didn't receive any response. And I was hoping to have some sort of communication with her.

LEC Tripp: Okay. And, and again, um, I, I know it's difficult to talk about, but, um, I just, we'll, we'll get through this. Um, so you didn't hear back from her. What did you expect was going to happen with that second call? That there would be a response?

Officer Thakham: That she would yeah, she would reach out to me and, uh, gain some, excuse me, gain sort of communication as to— I wanna know why, and that's, that's what I was thinking of. Why. Why.

LEC Tripp: Okay. So, um, not to make you repeat yourself, but you, it was the same reason why you made the call on the previous day. Um, prioritization. Do you think that call would receive that same zero prioritization?

Officer Thakham: Yes, sir.

LEC Tripp: Okay. And what would that lead to?

Officer Thakham: An emergency response to the uh, on-duty officers.

LEC Tripp: Okay, um, now last, the last call—

LEC Caporale: Before we go on that, Bob. Um, similar line of questioning, sir. Uh, if you recall, where were you when that second call was made? Were you at home?

Officer Thakham: Yes, sir.

LEC Caporale: At that one as well?

Officer Thakham: Yes, sir.

LEC Caporale: Okay.

LEC Tripp: And, and I guess to, um, to complete the line of questioning, there was no emergency, correct?

Officer Thakham: That's correct.

LEC Tripp: Okay.

LEC Caporale: And that was you on the phone call?

Officer Thakham: Yes, sir. Okay.

LEC Caporale: At, at any time during this, uh, two-day timeframe, did she ever affirmatively contact you?

Officer Thakham: No Sir.

LEC Caporale: No phone call, no text?

Officer Thakham: No sir.

LEC Caporale: No drop by?

Officer Thakham: No sir

LEC Caporale: Okay. Thank you for that.

repeating to myself in my head, not only to make myself better, but I need to move on. I need to move on. And essentially that's what happened, and I went on from there.

LEC Tripp: Um, if I could re rephrase, um, sort of paraphrase what you said. So you, you, after that third call, you came to terms with the situation?

Officer Thakham: Yes, sir.

LEC Tripp: Okay.

LEC Caporale: At any point after these three calls, did she affirmatively reach out to you either via text, phone call, visit, or some other way to communicate?

Officer Thakham: Again, I don't recall that, sir. However, um, we do have mutual friends and families. Within our community that we have gatherings. Um, we would see each other, um, after the incident. And, um, I don't— it was more of, um, friends at that time, I would say.

LEC Caporale: Well, let me ask it a different way. Did she ever talk to you about these calls and ask, uh, your input or anything to achieve your objective of reconnecting in some way?

Officer Thakham: No, sir.

LEC Tripp: Um, what impact did those calls have on her?

Officer Thakham: I don't know. We, she never discussed any uh, any of this incident with me.

LEC Tripp: Um, did you discuss it with her son, [redacted]?

Officer Thakham: Um, no, no, sir. It was through, it was through my cousin, um, that, um, she had reached out to my cousin for a translation and then, uh, and, uh, which was cut short because my cousin did not want to be involved.

LEC Tripp: Okay. So you don't know what impact it had on her.

Officer Thakham: No sir.

LEC Tripp: Do you know if it had an impact, the calls, had an impact on anybody else, the public or your department?

Officer Thakham: Yes, I do and that's um, resources, um, um, and um we essentially put my peers, my coworkers, citizens, in danger. Um, and, it had, yes sir, it had a lot of impact on a lot of people.

LEC Tripp: Members of the public?

Officer Thakham: Yes sir, they pay, they pay our salary, yes sir. And within the public, including the, uh, people who lived here in the apartment complex.

LEC Tripp: And, uh, you said you never discussed the calls with [redacted] or [redacted]. Did they, do you think they know you made those calls or no?

Officer Thakham: Um, I don't know, because we never, we didn't discuss it.

LEC Tripp: Hm. And you said— Please, please.

Officer Thakham: Uh, um, and they, they do, or they did because the internal affairs in our department reach out to them, and, and, I was the perpetrator.

LEC Tripp: Okay, so they, they are aware. Did you say you, you resumed your [redacted]

Officer Thakham: Yes, sir.

LEC Tripp: Okay.

LEC Caporale: Are you currently in a [redacted]?

Officer Thakham: Yes, sir

LEC Caporale: And how long has that been sir?

Officer Thakham: About, again— please don't quote me on this date and time but maybe a month or two, maybe three months, shortly after the incident.

LEC Caporale: Are you cohabitating currently?

Officer Thakham: Um, yes. Yes sir.

LEC Caporale: And that began about, I don't want to put words in your mouth, I'm trying to establish the timeline of, so these events occurred clearly, there was a break. At what point did you reconnect and get back together?

Officer Thakham: Again I want to say maybe two, three months after.

LEC Caporale: These events?

Officer Thakham: Yes sir.

LEC Caporale: And you began cohabitating again?

Officer Thakham: Yes.

Rep. Anderson: Um, and she was supposed to be visiting and his brother just kind of left mom with Kevin. Um, and Kevin was under a lot of stress, um, when all this was taking place. So, um, I just want to say that Kevin is a very honorable person. Um, he's a good friend of mine. Um, definitely, uh, he was one of my mentors, um, because he was, um, known throughout the agency as far as, uh, handling, uh, calls for service and everything in a responsible way. So I just don't want you guys to think that, uh, the call that you guys heard that represents Kevin because that was just a short period, um, you know, in his life.

LEC Tripp: Very good. Thank you all. Alright. We will go off record. It is 11:48 AM.

[End Recording]

I have used all reasonable diligence in reviewing this transcription and to the best of my knowledge the information contained herein is true and complete.



Investigator **Date** **12/24/2025**

Presenter: FRESNO POLICE DEPARTMENT (1520)
DOMESTIC VIOLENCE UPDATE
CCN: 32343 | POST Certification: II | Reimbursement Plan: IV | 2 Hours
For Cycle 2021/2022 | Revised 03/15//2022

COURSE GOAL

This course will provide in-service patrol officers with training that meets the requirements of PC 13519(g). Students will receive instruction on legal updates including strangulation, stalking, protection orders, and gun violence restraining orders. They will learn about the cycle of violence and the impact on the family, as well as the importance and availability of community resources to foster and cultivate trust with victims.

EXPANDED COURSE OUTLINE

I. CYCLE OF VIOLENCE AND IMPACT ON THE FAMILY

A. Behaviors Batterers Use to Instill Fear and Control Over Their Partner
    1. What do peace officers encounter on calls for service?
    2. Purpose these behaviors serve – the end goal
    3. Discuss the group activity
B. Victim Characteristics and Behaviors
    1. fMRI emotional regulation
    2. National Domestic Violence Hotline Study
    3. PTSD vs Battered Women's Syndrome
C. Impacts on a Child at Time of Law Enforcement Intervention
    1. Still Face baby video (the good, the bad, the ugly)
    2. Review study of childhood neglect and brain development
    3. Review attachment theories and love mapping
D. Illustrate How Communities of Color are Impacted by Incarceration and Violence
    1. Fresno PD grant statistics on victims
    2. Root causes of domestic violence in Black communities

II. LEGAL UPDATES

A. Recent Changes to Penal Code and Legal Mandates
    1. Lethality assessment program (2018 SB 1331)
    2. Strangulation advisement (2017 SB 40)
    3. Statute of limitation change to PC 273.5(a) (2019 SB 273 Rubio)

B. Strangulation
    1. Differentiate Between PC 273.5(d) and PC 245(a)(4)
    2. Recognize the elements
    3. Understanding GBI as part of the criminal statute
    4. Understanding exposure ((2,3,4) vs (2,3,4) + (3,4,5 with a strike and 50k)

C. Stalking
    1. Demonstrate the probable cause threshold for stalking (PC 646.9)
    2. Recognize the elements
    3. Laying out a conduct of behavior pattern
    4. Understanding exposure and prior felony conviction

D. Protection Orders
    1. Discuss and differentiate between PC 273.6(a) and PC 166(c)(1)
    2. PC 166(c)(4) vs PC 273.6(d) felony
    3. Recognize the elements
    4. Out of town or out of state protection orders
    5. Cite and release per PC 1270.1

E. PC 591.5 vs PC 136.1(b)(1)
    1. Recognize the elements
    2. Forfeiture by wrongdoing – express waiver of 5th Amendment right cross examination

F. Review Legal Mandates
    1. Identify legal sections where mandates are located (PC, FC, GC, SB)
    2. When you “shall” vs. “may” make an arrest
    3. Dominant aggressor and Dual Arrests
    4. Discuss immunity vs qualified immunity
    5. Civil suit potential

III. COMMUNITY RESOURCES

A. Victim Trust
    1. Continue to foster and cultivate trust with victims, especially underserved populations
    2. Know what resources are available to achieve the goal of protecting the victim
    3. Trauma informed interviewing techniques to promote victim physical and emotional safety

B. Local Resources and What They Offer
    1. Marjaree Mason Center and services
    2. Crime Victim Assistance and qualifying services
    3. Centro La Familia and services
    4. Breaking the Chains and services
    5. Fresno Economic Opportunities Commission and services
    6. U-Visa program

IV. GUN VIOLENCE RESTRAINING ORDERS

A. Proactively Address Future Firearm Violence
B. PC 18125
    1. Review and discuss elements
    2. EPO 002
    3. Legal authority (PC 18145)
    4. Legal procedure (PC 18140)
C. Field Application
    1. Check the box for immediate surrender
    2. Anticipatory warrant or Georgia vs Randolph
    3. Applicable citations
D. Explaining Conditions Met to Judge/Commissioner
    1. Immediate and present danger to self or others (PC 18155, PC 18150(b)(1), PC 18150(b)(2)
    2. 21-day order unless extension authorized
    3. Firearm use is NOT required

V. LEARNING ACTIVITES

A. Learning Activity 1
    1. Students will collaborate in small groups to identify and develop their own power and control wheel
        a. Behaviors of abusers
        b. Behaviors of victims
        c. Mechanisms of control or coercion and criminal conduct that does not require intimate partner relationships defined in penal code as an element to complete the criminal violation.

B. Learning Activity 2
    1. Students will participate in facilitated discussion after reviewing a victim statement at a 2018 Congressional Session
        a. Whether or not the behavior described rises to the level of a crime
        b. Documentation, Report Writing and evidence collection teach back
        c. Identify those who were impacted by the violence
        d. Public perception of abuse

C. Learning Activity 3
    1. Students will collaborate in small groups to identify legal mandates all peace officers shall abide by. Groups will complete the following tasks:
        a. Identify legal mandates that “shall” be done per Penal Code
        b. Identify legal mandates that “shall” be done per Family Code
    c. Identify legal mandates outlined in the Government Code
    d. Determine what actions are found in the POST Guidelines for Domestic Violence as factors that shall NOT be considered
    e. Determine actions that are beneficial but not required

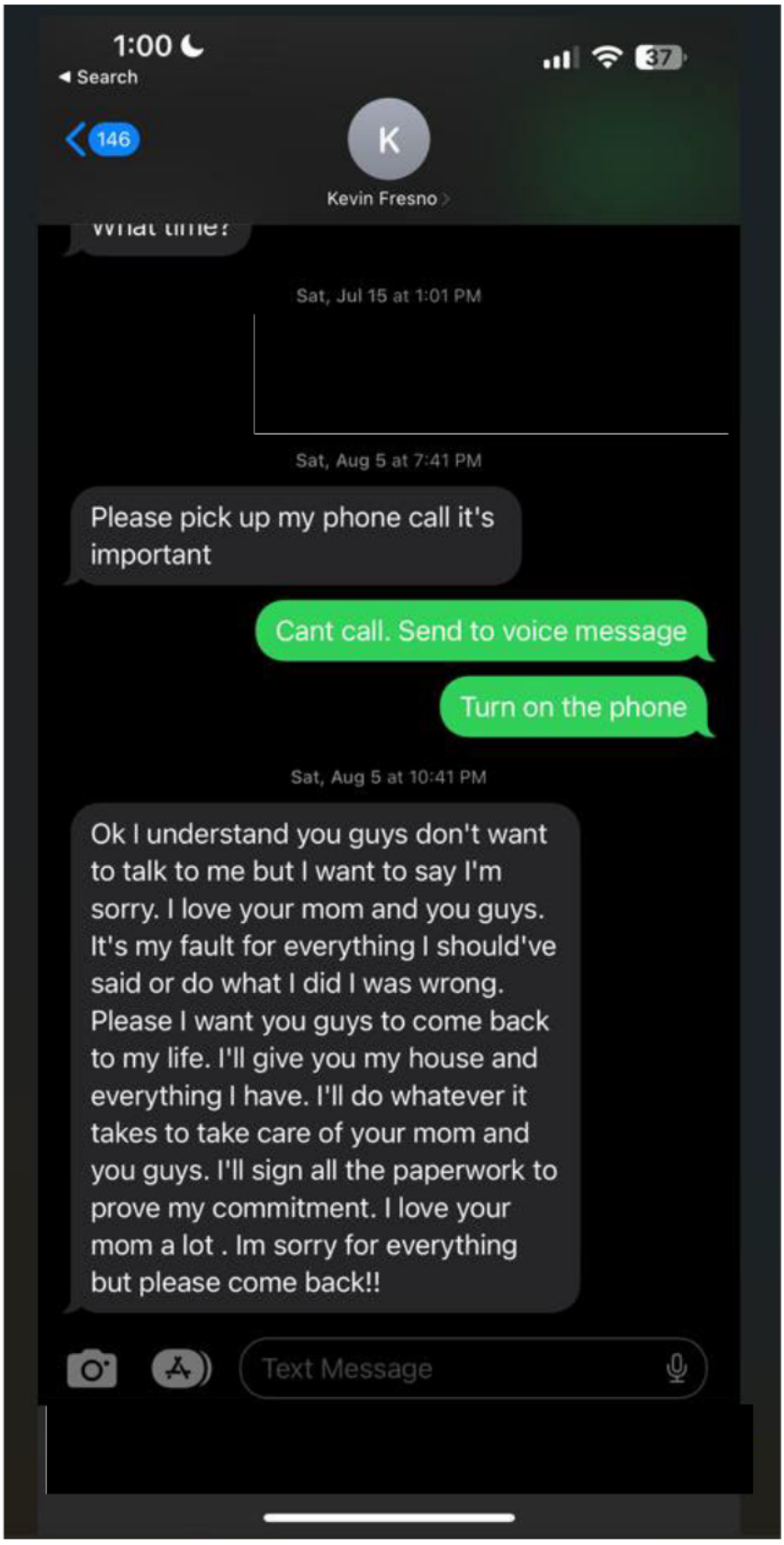


Figure 1: IMG_6477.png

Internet site:

https://www.makefresnosafer.org/blog/when-to-call-911-non-emergency-police-line-or-use-the-fresgo-app/#:~:text=The%20Fresno%20Police%20Department%20receives%20over%%2020950%2C000,scene%2C%20this%20may%20be%20a%20two%20priority.

Accessed: December 29, 2025

BLOG

When to call 911, Non-Emergency Police Line or Use The FresGo App

Posted by fresnoneighbor On December 7, 2023 0

What Happens When I Call Police Dispatch?

When you call the Fresno Police Non-Emergency line at 559-621-7000 or 9-1-1 during an emergency, you speak with one of a handful of dispatchers for the Fresno Police Department tasked with the enormous and underrated job of answering almost one million calls for service per year in the City of Fresno. Our emergency services dispatchers, who were added to the ranks of First Responders on September 11, 2020, under Assembly Bill 1945, were officially recognized by the State of California with this distinction. These dispatchers are broken up into groups with specific duties of receiving and relaying information to the appropriate parties.

When you make a non-emergency call for an issue, your issue is given a call priority based on the situation and several variables. **Zero priority** is reserved for emergencies with immediate need such as a threat to life or a crime in progress.

The next stage is a **one-priority,** meaning it is not an immediate emergency, however it is a high-priority call. These calls are responded to after all zero-priority calls have been handled. Your situation might be the worst thing that has happened to you and will be handled as soon as possible. However, it may not fit the one or zero-priority criteria at the time of your call.

For instance, if someone broke your car window and took something but has already left the scene and there is no immediate danger, this may be a **two priority**.

Do not be deterred from calling because you feel that it will take too long or not be handled. You can guarantee that the problem will surely not be handled if you never call. The Fresno Police Department relies on citizens to report crime in their neighborhoods, and we all must work together to make Fresno safer!

Why Does it Take So Long for Dispatch to Answer?

The current dispatch team is short approximately fifteen positions and despite their valiant efforts, the team works from a relatively small room in the basement of Police headquarters. The good news is the city is hiring more dispatchers and they were recently approved to receive higher pay. In addition, a new state-of-the-art dispatch center is in the works.

What if I Call From My Cell Phone?

A few years ago, calling from your cell phone would have connected you with CHP (California Highway Patrol) but now the technology has adapted to work differently based on your location. If you do happen to get connected to CHP, they are able to quickly transfer you to a Fresno PD dispatcher if needed.

Resources
Crime Prevention
Find a Group
Start a Group
Join The Mailing List

RECENT POSTS

Building Safety Through Connection
Captain's Corner: How to Prevent Mail Theft and Keep Your Mail Safe
Roz Clark Legacy Award: Raj Sodhi Layne
Roz Clark Legacy Award: Janice Clem
Captain's Corner: Prevention Strategies for Vehicles

"Fresno PD communications center personnel strive to serve the citizens of Fresno daily with a professional and caring demeanor, as they process on average over 950,000 incoming emergency and non-emergency calls per year. Our Emergency Services Dispatchers work tirelessly to ensure the safety of the citizens and officers they serve in the City of Fresno, as the unseen First Responders at the Fresno Police Department." – Lt. Larry Bowlan

Newer
December 13th Holiday Event

Older
Save the Date: Embrace the Legacy 2024 Dinner & Fundraiser

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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

STATE OF CALIFORNIA
COMMISSION ON PEACE OFFICER STANDARDS AND TRAINING
PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

In Re: CERTIFICATION OF KHAMMOUANE KEVIN THAKHAM, **Respondent.**	**BOARD RECOMMENDATION RE: PEACE OFFICER CERTIFICATION** Penal Code section 13510.85(a)(4)

Penal Code section 13510.85 provides that when, upon the completion of an investigation conducted pursuant to subdivision (a) of section 13510.85, the Peace Officer Standards Accountability Division (the Division) finds reasonable grounds for revocation or suspension of a peace officer's certification, it shall notify the peace officer of the Division's determination and reasons for that determination. If the peace officer files a timely review, the Peace Officer Standards Accountability Advisory Board (Board) shall schedule the case for hearing.

Respondent was served with the Division's Notice of Determination and accompanying Notice of Intent to Revoke Certification, notifying Respondent that the Division had found reasonable grounds for revocation of Respondent's POST certification, on December 9, 2025. Respondent requested a review of the Division's determination and reasons for revocation of Respondent's POST certification on December 31, 2025, and the Board scheduled the case for a hearing which was held on February 5, 2026. At the time of Respondent's request for review of the Division's determination, Respondent had been issued the following POST certification(s):

- ☒ Basic
- ☒ Intermediate
- ☒ Advanced
- ☐ Supervisory
- ☐ Management
- ☐ Executive

FACTUAL BASIS

Having considered the Division's presentation at the hearing, the Division's Investigative Summary and Findings and the public comments, the Board concludes that:

X A factual basis for revocation has been established by clear and convincing evidence.

__ A factual basis for suspension has been established by clear and convincing evidence.

__ A factual basis for suspension or revocation has not been established by clear and convincing evidence.

RECOMMENDATION

In light of the facts and circumstances revealed by the Division's investigation in this case, the Board hereby recommends that the following action(s) be taken against Respondent's certification:

X Revocation of Certification

__ Suspension of Certification for the following period of time, not to exceed 3 years, per 11 CCR section 1213(b): _____.

__ No further action.

REASONS FOR DECISION

X In accordance with Penal Code section 13510.85(a)(4) and title 11, California Code of Regulations section 1213, the Board hereby incorporates by reference the Division's Investigative Summary and Findings and hereby adopts the Division's Summary and Findings as the Board's stated reasons for its recommendation in the above captioned matter.

___ (Where applicable) In accordance with Penal Code section 13510.85(a)(4), the Board's reasons for its recommendation are as follows:

_____

_____

_____

_____

_____

_____

_____

Dated: 2/5/26

Chairperson or Designee
Peace Officer Standards Accountability
Advisory Board

STATE OF CALIFORNIA

COMMISSION ON

PEACE OFFICER STANDARDS AND TRAINING

PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

(POSAAB) MEETING

THURSDAY, FEBRUARY 5, 2025

10:00 A.M.

MEETING HELD

AT THE OFFICES OF

COMMISSION ON POST

860 STILLWATER ROAD, SUITE 100

WEST SACRAMENTO, CALIFORNIA

REPORTER'S TRANSCRIPT OF PROCEEDINGS

Stenographically Reported By:
Kathryn S. Swank
California Certified Shorthand Reporter #13061, RPR

A P P E A R A N C E S

POSAAB MEMBERS PRESENT

JOYCE DUDLEY
Governor Appointee
Attorney
(Chairperson)

NICOLE CLAVO, Psy.D.
Governor Appointee
Public Member

REGINA HATCHER-CRAWFORD
Governor Appointee
Public Member

CEPHUS JOHNSON
Governor Appointee
Public Member

CHARLES LARA
Governor Appointee
Management Rank Peace Officer

MARGARET PENA
Speaker of Assembly Appointee
Public Member

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PEACE OFFICER STANDARDS ACCOUNTABILITY
ADVISORY BOARD LEGAL COUNSEL

CHRISTOPHER BEATTY
Deputy Attorney General
Department of Justice
Office of the Attorney General

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A P P E A R A N C E S C O N T I N U E D

POST STAFF

ANNEMARIE DEL MUGNAIO
Assistant Executive Director
Peace Officer Standards
Accountability Division
Executive Office

RAYMOND BECHLER
Law Enforcement Consultant
Professional Conduct Northern Bureau

BRYANT HENLEY
Attorney IV
Legal Affairs Bureau

BRIAN HOFFMAN
Attorney IV
Legal Affairs Bureau

CHANDLER KNAPP
Associate Governmental Program Analyst
Executive Office

BRIAN SOUTH
Bureau Chief
Professional Conduct Central Bureau

ROBERT TRIPP
Law Enforcement Consultant
Professional Conduct Central Bureau

SARAH WALLACE
Bureau Chief
Intake and Disposition Bureau

---o0o---

A P P E A R A N C E S C O N T I N U E D

ALSO PRESENT

BEATRICE JOHNSON
Public Speaker

ELLIOTT LOPEZ
POST ID: C15-H32

APPEARING REMOTELY:

OLIVIA KRUEGER
Public speaker

RICHARD ADAMS
POST ID: C56-Q43

JASON EWERT
Counsel for Richard Adams,
POST ID: C56-Q43

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Thursday, February 5, 2026, 10:01 a.m.

West Sacramento, California

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CHAIRPERSON DUDLEY: Good morning, everyone. Today is Thursday, February 5th, and the time is 10:00 a.m.

Thank you all for attending the Peace Officer Standards Accountability Advisory Board hearing.

Please note that this hearing is being live-streamed, recorded, and transcribed.

Further, please note that the microphones are auto on/off. When you begin speaking, they will go live. With this, you will need to watch your cross-talk.

We will now call the roll of board members.

Chandler.

MR. KNAPP: Thank you, Chair Dudley.

Good morning, Members.

Member Clavo.

MEMBER CLAVO: Present.

MR. KNAPP: Member Crawford.

MEMBER HATCHER-CRAWFORD: Present.

MR. KNAPP: Member Doyle.

(No response.)

MR. KNAPP: Chair Dudley.

CHAIRPERSON DUDLEY: Here.

MR. KNAPP: Member Johnson.

MEMBER JOHNSON: Here.
MR. KNAPP: Member Lara.
MEMBER LARA: Present.
MR. KNAPP: And Member Pena.
MEMBER PENA: Present.
MR. KNAPP: Madam Chair, that's six of nine members present.
CHAIRPERSON DUDLEY: Thank you. A quorum has been established.
I would now like to introduce board counsel, to my left, Christopher Beatty; and POST Assistant Executive Director Annemarie Del Mugnaio.
This time is set aside for members of the public who wish to comment on items not on the agenda, but those within the Board's jurisdiction. Public comment on matters on the agenda will be heard after each item is presented. 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.
Is there anyone present in the audience or appearing remotely who would like to address the Board during public comment?
First checking the audience.
(No response.)
CHAIRPERSON DUDLEY: Seeing no one.

Is there anyone remotely?

(No response.)

CHAIRPERSON DUDLEY: There's nobody remotely either. Please be advised that the Board cannot take action on items not in the agenda and may discuss those items only to the extent necessary to determine whether any matter should be made an agenda item for further meetings, to respond briefly to statements or questions posed, to request clarification, or to refer to -- the items to the staff.

Please remember this meeting is being transcribed, so I may politely interrupt and ask you to repeat or speak slowly and clearly so your comment can be correctly captured on the transcript.

As the Board Chair, I may ask members of public to limit their remarks to no more than three minutes pursuant to existing board policy.

I may conclude the public comment period if multiple speakers are voicing repetitive already similar statements and the 15-public -- 15-minute public comment period has expired.

You will be given five minutes to speak and the limits will be strictly enforced, so please ensure that you complete your thoughts within the allotted time.

Before I open public comment or matters not on the

agenda, please note that if you wish to comment on disciplinary matters scheduled to be heard today by the Board, you must wait until that matter is called to offer public comment.

If you have a specific complaint about an officer that is not on today's agenda, you should file a complaint with POST or with the officer's employing agency. Staff will assist you in this regard.

I would like to remind individuals making comments to discuss [sic] pending complaints or pending disciplinary actions that may later come before this board for a recommendation. If the Board takes action on your complaint, you will have an opportunity to address the Board at that time. Following these rules is necessary to comply with the law and to avoid compromising the Board's mission.

When it is your turn, you may state your name and organizations.

So is there any public comment?

Again, looking out into the audience.

(No response.)

CHAIRPERSON DUDLEY: And remotely?

(No response.)

CHAIRPERSON DUDLEY: No. There's no public comment.

One moment, please.

Is there anyone present or appearing remotely or by phone who would like to address the Board regarding the approval of the October/November meeting transcripts? When it is your turn, you may state your name and organization if you wish. Each gets three minutes.

Anybody want to comment on the agenda?

(No response.)

CHAIRPERSON DUDLEY: Okay. Are there any questions or comments from the Board?

(No response.)

CHAIRPERSON DUDLEY: Seeing none.

If the Board concludes [sic], the appropriate action would be a motion to approve the meeting transcripts from the October and November 2025 meetings.

Is there such a motion?

MEMBER LARA: I can make a motion.

CHAIRPERSON DUDLEY: Thank you.

MEMBER CLAVO: I second.

CHAIRPERSON DUDLEY: Thank you.

Is there any opposition? Any abstentions?

(No response.)

CHAIRPERSON DUDLEY: At this time I will ask -- okay. So I think that, then, the motion passes.

And at this time, POST Assistant Executive Director

back room, as we have done many times. Or at times, sometimes, people just felt there was no need to deliberate and they wanted to have the discussion out here.

Okay. So let's start.

At this time, I will now call upon the Bureau Chief Robert Tripp, formerly the Professional Conduct Central Bureau, and Brian Hoffman, Attorney IV, Legal Affairs Bureau, to provide a report on Case POST2316280, Khammouane Kevin Thakham, T-H-A-K-H-A-M, who, at the time of the events at issue in this case, was, and still is, employed with the Fresno Police Department.

MR. TRIPP: Good morning, Madam Chair and Members of the Board. My name is Robert Tripp. And as was mentioned, I am a bureau chief and law enforcement consultant previously assigned to the Professional Conduct Central Bureau in the Peace Officer Standards Accountability Division.

With me today is Brian Hoffman, an attorney in our Legal Affairs Bureau.

I'm here today to present POST Case POST2316280, involving Khammouane Kevin Thakham of the Fresno Police Department.

Next slide, please.

It is the Division's determination that clear and

convincing evidence exists to demonstrate that Khammouane Kevin Thakham committed acts of serious misconduct, as set forth in Penal Code 13510.8 on August 10th and August 11th, 2023.

Specifically, the Division determined that Officer Thakham committed the following acts of serious misconduct: Dishonesty and acts that violate the law.

He committed these acts when he placed three anonymous calls to the Fresno Police Department, reporting an ongoing violent disturbance at the residence of a former romantic person. He knew no such incident was happening and made the reports to prompt an emergency response.

In this presentation, I will present a brief outline of the Division's findings of investigation in this matter. My plan is, first, to provide some background on the respondent, and then a timeline of key events to guide you through the incidents.

I will then play excerpts from the calls to identify some of the respondent's false statements, followed by body-worn camera video from responding officers to illustrate victim impact.

Finally, I will provide an analysis supporting the Division's determination that the respondent's actions constituted serious misconduct.

And so, to begin, the respondent's background.

Next slide.

The respondent has spent his entire career with the Fresno Police Department, where he is currently employed. He joined the department in 1994 as a reserve officer, a Level II reserve officer, and became a police officer in 1996. He holds Basic, Intermediate, and Advanced POST certificates.

During his career, he has served in several assignments including patrol, violent crime suppression, Night Detective Unit, and U.S. Marshalls Task Force. He was also a member of the SWAT team for 19 years, both as an operator and later as a part of the support team. In this role, he gained extensive experience with emergency responses, and that is pertinent to the allegations at hand.

Fresno Police Department reported that prior to this incident, he had no disciplinary actions on file. After the incident, however, he did receive a letter of reprimand for failure to activate his body-worn camera while driving Code 3, lights and sirens.

This came to light after he collided with another car during that response. It is to note, though, that POST has no allegations of serious misconduct on file related to this specific incident.

I would like to move now to the sequence of events, which provide the factual basis for the Division's analysis, using a timeline to mark key events associated with the incident.

Next slide.

The respondent began a relationship with a woman to whom I will refer to as Victim 1 in the summer of 2022. At some point later in that year, Victim 1 moved into the respondent's residence.

In July 2023, however, Victim 1 moved out and partially broke off communication with the respondent.

In an interview with POST, the respondent stated Victim 1 would communicate with him in certain public situations when others were around, but, in private, would not initiate or respond to communications with the respondent.

The respondent nevertheless persisted in trying to contact Victim 1, and to her adult son, to whom I will refer to as Victim 2.

During the August 11th incident, Victim 2 reported the respondent once knocked on his door for 30 minutes and kept knocking and calling until neighbors came out to see what was happening. Victim 2 described the respondent's behavior more generally as stalking and harassment.

Approximately one month after Victim 1 moved out, the respondent placed the first anonymous call to the Fresno Police Department Communications Center. That call was placed at 4:41 a.m. on August 10th, 2023. The respondent did not give his name, and he blocked his caller ID.

In this call, the respondent reported a female was being assaulted. He provided an address for the assault, which was the residence of Victim 1 and Victim 2.

The police dispatcher designated this call as Priority 0, and noted in the dispatch log, this was an emergency, presumed life-threatening situation.

Now, for context, Fresno dispatchers prioritize calls using a numbering system. Priority 0 are the highest priority calls involving threats to life.

Priority 1 calls are also urgent, but not necessarily involving a threat to life.

And Priority 2 and Priority 3 calls are nonurgent situations, such as welfare checks and historical property crimes.

The event log noted at least one officer did, in fact, proceed to the scene Code 3, lights and sirens. And other officers did respond. On scene, officers conducted an investigation, determined there was no

disturbance, and departed.

At 10:08 p.m. on the following evening, approximately 41 hours after the first call, the respondent again called the Fresno Police Department Communications Center to report an in-progress disturbance. And, again, he blocked his number and declined to give his name.

After giving that report, 15 minutes later, at 10:26 p.m., he called the Communications Center a third time and provided additional details about the violent disturbance.

The Fresno dispatcher designated the incident as Priority 1, urgent, non-life-threatening property -- property crime in progress.

And units again responded and determined there was no disturbance.

During this response, the victims shared their suspicion that the respondent placed the calls, which lead to his identification as the anonymous caller.

Next slide.

So I've already given a brief summary of the call content. But now I would like to provide you with more specific detail by playing the calls themselves. The combined duration of the calls is nearly ten minutes, so to keep things moving along, I will play excerpts,

starting with excerpts from call 1.

Now, I do note that personal information regarding the victims has been redacted, accounting for some short gaps on the recordings.

If you will advance the slide, that will start the excerpts.

(Call 1 played.)

MR. TRIPP: Salient points in the first call are as follows: There's some kind of an ongoing violent disturbance involving a female who is screaming for help. There is frequent traffic through the apartment. The situation is happening right now, in realtime. And the caller does not want to give his name.

Next slide.

I will now play excerpts from the second call placed the following evening.

(Call 2 played.)

MR. TRIPP: The key points of this call are similar to the first: A female is screaming "Stop." The situation is happening in realtime. Additionally, the dispatcher does confirm that units will respond.

Next slide.

I will now play an excerpt from the final call placed just 15 minutes after the previous call. This excerpt begins 26 seconds into the conversation.

(Call 3 played.)

MR. TRIPP: This call amplifies the urgency of the situation. The caller describes the physical dispute involving breaking objects and says it is bad. The dispatcher confirms he's in contact with the officers and will relay the caller's information.

Regarding the response, Fresno police responded to the victim's residence on both days, August 10th and August 11th.

On August 10th, officers arrived on scene at 4:52 a.m., interviewed Victim 1 and Victim 2, determined there was no disturbance or assault, and departed within 15 minutes.

The interaction on that night between officers and victims was relatively cordial. Although officers woke both victims, they allowed them into the apartment without delay and cooperated fully with the investigation.

The response on the following day was more involved.

Officers arrived at the residence at 10:50 p.m. and were on scene for well over an hour. Officers interviewed Victim 1 and Victim 2 separately, who again stated there was no disturbance. This time, however, victims informed officers they suspected the respondent

placed the anonymous calls.

In addition to interviewing Victim 1 and Victim 2, officers canvassed other apartments. The canvass confirmed there had been no other disturbance as described by the anonymous caller.

Responding officers reported these allegations against the respondent to supervisory personnel and departed the scene sometime after midnight.

Next slide.

As Commission Regulation 1213(a)(2) designates victim impact as a factor when considering action against a peace officer's certification, I will provide a short excerpt from the body-worn camera video from the August 11th response.

This clip captures the initial interaction between officers and the victims. Now, when the video starts, officers have been knocking on the apartment door for exactly one minute.

Advance the slide.

(Video 1 played.)

MR. TRIPP: This was not the same cordial interaction that I described regarding the first encounter.

As you have seen, the video shows Victim 2 did not immediately allow officers into the department, but,

first, insisted on receiving some sort of identification despite the fact that the officers were in full uniform.

The reason for the victim's guarded demeanor was that he simply did not trust the police after they had showed up on his door a second time ostensibly for no reason.

Later, after the officers had rebuilt rapport, Victim 2 said he thought, quote, "Maybe you guys were friends and trying to harass us," unquote.

As I mentioned, responding officers communicated the victims' suspicions to supervisors. The department reviewed the three anonymous calls, recognized the respondent's voice, and subsequently initiated an Internal Affairs investigation.

Internal Affairs interviewed the respondent on October 10th, 2023. In that interview and in an interview with POST conducted on November 6th, 2025, he admitted he made the three anonymous calls to the Fresno Police Communication Center.

He stated he was at his own residence when he made the calls and that he fabricated the situation he described to the dispatcher. He stated he made these calls with the hope that Victim 1 would reach out to him. He thought that if he created a problem for Victim 1 with law enforcement, Victim 1 might seek his

advice since he, too, was a law enforcement officer.

In both his IA interview and his POST interview, the respondent accepted responsibility for his actions and stated he was not thinking rationally when he placed the call.

Next slide.

Following the conclusion of the Internal Affairs investigation, Fresno Police Department sustained five allegations against the respondent, including integrity and violating any misdemeanor statute.

He was initially proposed for dismissal. But following his Skelly hearing, he received a 160-hour suspension, demotion from his corporal assignment, and a lifetime last-chance agreement.

Next slide.

Regarding the dishonesty allegation -- and I have the code of the -- I have the text of the Penal Code and Commission Regulation on the screen -- the facts of the respondent's conduct are not in dispute.

Next slide.

The respondent admitted he placed the three anonymous calls. In those calls, he described an ongoing violent disturbance for assault. He knew there was no ongoing violence taking place and the situation he described was fabricated. His false statements were

material to report and, indeed, his false statements constituted nearly everything he said to the dispatchers.

The respondent made these false statements deliberately with the intent to deceive the dispatcher and the responding officers into believing an emergency was in progress when he knew there was no emergency.

These points address the key elements of California Penal Code 13510.8(b)(1) and Commission Regulation 1205(a)(1). Therefore, the Division has determined clear and convincing evidence demonstrates the respondent engaged in the serious misconduct of dishonesty.

Next slide.

Regarding acts that violate the law -- and, again, I have the text of the Penal Code and Commission Regulation on the screen -- although the respondent was not charged with a crime, the Division determined he violated California Penal Code 148.3(a), a misdemeanor.

Next slide.

The text of this law states, "Any individual who reports or causes any report to be made to any city, county, city and county, or state, department, district, agency, division, commission, or board that an emergency exists, knowing that report is false, is guilty of a

misdemeanor."

"Emergency" is further defined by Penal Code 148.3(c) as "Any condition that results in or could result in the response of a public official in an authorized emergency vehicle, among other circumstances."

Next slide.

And again, the facts of the situation are not in dispute.

The respondent reported a situation on three occasions to a city agency, namely the Fresno Police Department. Those facts described an ongoing violent disturbance involving a man and a woman in which a woman was screaming "help me" and "stop." He knew those reports to be false.

He knew how the Fresno Police Department prioritized calls for service and actually had personal experience with so-called Priority 0 and Priority 1 emergency calls.

Based on that knowledge and experience, he believed that call would be prioritized as an emergency, necessitating a response by Fresno police officers in authorized emergency vehicles. That is, in their patrol cars.

These points address the key elements of California

Penal Code 148.3. The Division therefore determined the clear and convincing evidence established that the respondent committed the facts that violated the law on three occasions in contravention of Penal Code 13510.8(b)(6)and Commission Regulation 1205(a)(6).

The facts I have just recited support the Division's finding that Officer Thakham was involved in serious misconduct, specifically dishonesty and acts that violate the law.

For the purposes of the Division's analysis, "clear and convincing evidence" means evidence of a charge is clear and convincing so long as there is a high probability that the charge is true. The evidence need not establish a fact beyond a reasonable doubt.

The Division recommends the Peace Officer Standards Accountability Advisory Board consider action against Officer Thakham's POST certification.

The Division's recommendation is based on the following, which applies both to the dishonesty allegation and the acts that violate the law allegation, as the same fact pattern applies to both.

Next slide.

Now, as I stated above, the respondent's misconduct was repeated, material, and egregious, with the respondent making three fabricated reports over a

41-hour period.

In making those reports, he used his colleagues and their good faith response to a purported emergency as a means to coerce a former domestic partner.

The respondent also placed his colleagues in inherently dangerous situations, namely the emergency responses and potentially confrontational encounters with the public.

The respondent disrupted the lives of Victim 1 and Victim 2 with necessarily intrusive police investigations, and he also disrupted the lives of other residents in the apartment complex -- in particular, on the night of August 11th, when officers canvassed the entire building to determine if there had been a disturbance.

And, lastly, the respondent diverted police resources from protecting the City of Fresno to address his fabricated emergency.

Next slide.

And that concludes my presentation. And with that, I'm happy to answer any questions from the Board.

CHAIRPERSON DUDLEY: Thank you.

Questions?

(No response.)

CHAIRPERSON DUDLEY: Apparently, there are no

questions from the Board.

Thank you.

At this time, does the subject officer and/or their counsel wish to make public comment?

(No response.)

CHAIRPERSON DUDLEY: Is there someone on this one?

MS. DEL MUGNAIO: No. No.

CHAIRPERSON DUDLEY: So there's no --

MS. DEL MUGNAIO: Just the written comment. So they received the written comment.

CHAIRPERSON DUDLEY: Yeah. The letter. Okay.

Okay.

MEMBER PENA: I actually have a question. I'm sorry.

CHAIRPERSON DUDLEY: Go ahead, please.

MEMBER PENA: I was wondering if you could -- I know there's a provision in the code that talks about looking at the facts of the cases in light of -- (audio malfunction).

CHAIRPERSON DUDLEY: We can't hear you. Would you mind starting again?

MEMBER PENA: Sure.

I think there's a provision in state law that talks about looking at these cases in light of the totality of the circumstances of the individual officer, looking at

their background, etc.

Can you talk a little bit about that provision?

CHAIRPERSON DUDLEY: It's not so much in the law. I can tell you that it's -- we, as board members, can consider those kinds of things in making our recommendation.

MEMBER PENA: Okay. So it's not -- it's not in state law?

CHAIRPERSON DUDLEY: I don't think it is. I think it is part of the policies of this board. But let me check with the real lawyers here.

MR. HOFFMAN: I think what you are referring to, Board Member Pena, are the 1213 factors in our regulations that look at the -- the different circumstances. That is going to be:

The nature and -- the nature and severity of the act that could be at issue;

The circumstances surrounding the conduct and the extent to which it impacted or caused any actual potential harm to the public;

Whether the officer is currently employed or not;

Whether it was committed under color of authority or while working in the capacity of the peace officer;

Peace officer's prior conduct, discipline, and service record;

The proximity or remoteness in time since it occurred;

Any mitigating or aggravating factors or evidence of rehabilitation;

The degree of accountability and cooperation with the investigation evidenced by the peace officer;

The extent to which discipline or forbearance would impact the best interest of the public, public service, the employing agency, and law enforcement;

The motives of the peace officer that resulted in the conduct;

Consistency of the penalty with those imposed upon other peace officers for the same or similars offense;

The clarity with which the peace officer was on notice of any rules that were violated in committing the offense;

The extent to which the action or omission was done intentionally, willfully, or maliciously;

The likelihood of recurrence;

And any other aggravating or mitigating factors relevant to the Commission's determination.

Does that answer your question?

MEMBER PENA: I think so. I think so.

CHAIRPERSON DUDLEY: So it is all of those things. Yeah.

MR. LOGGINS: And also the -- just for a quick -- I think you might be referring to when it is use of force, there's the totality of the circumstances, and that is in law. And that's for use of force incidents.

MEMBER PENA: Okay.

MS. DEL MUGNAIO: Yeah.

CHAIRPERSON DUDLEY: We may have yet another legal opinion. So stand by for a moment.

MR. HOFFMAN: In addition to the regulations, also section 13510 -- 13510 -- thank you. Point 8(g)(2). Thank you, Chief Counsel. That also refers to that any other aggravating or mitigating factors can be considered by the Commission. So I don't -- that is kind of a catchall that will catch those totalities as well.

MEMBER PENA: Okay. Thank you.

CHAIRPERSON DUDLEY: Any other questions or comments?

(No response.)

CHAIRPERSON DUDLEY: So let me just say, is there anyone from the public who would like to address the Board at this time? When it is your turn, you may state your name and organization if you wish. You will each be given five minutes to speak, and the time limits will be strictly enforced. So please ensure that you

complete your comments within the allotted time.

So let me first ask, is there anyone in the audience who wishes to make a public comment?

(No response.)

CHAIRPERSON DUDLEY: Seeing none, is there anyone remote?

(No response.)

CHAIRPERSON DUDLEY: Okay. Then let me ask the Board: Is there anyone who would like to go into closed session to discuss this, or are you comfortable discussing it publicly?

So first question: Anyone want to go into closed session?

MEMBER PENA: Yes.

CHAIRPERSON DUDLEY: Okay. Then let's go.

It is also lunchtime. So when we're back there, we will have our lunch. We will discuss this. So we'll be back out here at 12:30 with our discussion and take it from there.

So we will now -- the meeting will adjourn into closed session for deliberations on this case and for lunch. The board members will now exit the room and be back at regular session at 12:30.

(Time noted: 11:53 a.m.)

---o0o---

(Closed session was held:
11:58 a.m. to 12:15 p.m.)

---o0o---

(Time noted: 12:34 p.m.)

---o0o---

CHAIRPERSON DUDLEY: We will reconvene in regular session to take a vote on the Board's recommendation in the matter of case POST2316280. I'm afraid I'm not going to sound good on this. Khammouane Kevin Thakham, who at the time of the events at issue in this case was and still is employed with the Fresno Police Department.

What comments does the Board have on this matter?

Yes. Please. Nicole.

MEMBER CLAVO: I make a motion to decertify.

CHAIRPERSON DUDLEY: Okay.

Is there a second?

MEMBER LARA: I second.

CHAIRPERSON DUDLEY: Is there anyone that wants to make any further comments?

(No response.)

CHAIRPERSON DUDLEY: Okay. There's a second.

Mr. Knapp, will you please take a roll call.

MR. KNAPP: Thank you, Chair.

Clavo.

MEMBER CLAVO: Aye.

MR. KNAPP: Clavo, aye.
Crawford.
MEMBER HATCHER-CRAWFORD: Aye.
MR. KNAPP: Crawford, aye.
Dudley.
CHAIRPERSON DUDLEY: Aye.
MR. KNAPP: Dudley, aye.
Johnson.
MEMBER JOHNSON: Aye.
MR. KNAPP: Johnson, aye.
Lara.
MEMBER LARA: Aye.
MR. KNAPP: Lara, aye.
And Pena.
MEMBER PENA: No.
MR. KNAPP: That's five in favor. Motion carries.
CHAIRPERSON DUDLEY: Okay. So the motion passes. And there is an agreement for decertification.
Okay. Now calling the next -- thank you, gentlemen.
And at this time I will call upon Law Enforcement Consultant Raymond Bechler, Professional Conduct Northern; and Brian Hoffman, Attorney IV, Legal Affairs Bureau, to provide a report on POST2402338 [sic], Elliott Lopez, who, at the time of the events at issue

CERTIFICATE OF REPORTER

I, KATHRYN S. SWANK, a Certified Shorthand Reporter of the State of California, do hereby certify:

That I am a disinterested person herein; that the foregoing proceedings were reported, to the best of my ability, in shorthand by me, Kathryn S. Swank, Certified Shorthand Reporter of the State of California, and thereafter transcribed into typewriting.

I further certify that I am not of counsel or attorney for any of the parties to said proceedings nor in any way interested in the outcome of said proceedings.

IN WITNESS WHEREOF, I have hereunto set my hand this 12th day of February 2026.

Kathryn S. Swank, CSR
Certified Shorthand Reporter
License No. 13061