PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

October 9, 2025
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 +1 669 444 9171 US or +1 669 900 6833 US and entering the Webinar ID: 817 3463 0494 and Passcode: 749503

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
Professor Jack Glaser - Governor Appointee - Public Member
Cephus Johnson - Governor Appointee - Public Member
Captain Charles Lara - Governor Appointee - Management Rank Peace Officer
Margaret Pena - Speaker of Assembly Appointee - Public Member
Vacant - Senate Rules 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. 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 July 16-17, 2025.

a. Approval of Meeting Transcript from the July 16-17, 2025 Meeting

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

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

a. POST2410050 - Michael Kim (POST ID: A63-W93) Last Employing Agency: San

Francisco Sheriff's Office (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 shall make a recommendation regarding what action should be taken, suspension or revocation, on the certification of the subject peace officer.

b. POST2402562 - Armando R. Montalvo (POST ID: C89-U13) Last Employing Agency: Orange County Sherriff's 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.

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:

- February 04-05, 2026 - POST, West Sacramento
- 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: POST2402562 - ARMANDO R. MONTALVO (POST ID: C89-U13)
LAST EMPLOYING AGENCY: ORANGE COUNTY SHERRIFF'S DEPARTMENT (CURRENT)

REPORT PROFILE

MEETING DATE 10/09/2025	**BUREAU SUBMITTING THE REPORT** Professional Conduct Southern Bureau	
RESEARCHED BY Marcus Gregory		**REVIEWED BY** Christine Ford
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 recommendation regarding the subject peace officer's certification status.

BACKGROUND:

Respondent began his employment with the Orange County Sheriff's Department on February 25, 2022, as a deputy sheriff in training. Respondent completed his training program on September 9, 2022. At the time of the events at issue, Respondent was employed as a Deputy Sheriff with the Orange County Sheriff's Department.

This position is 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).

On March 16, 2024, Respondent was involved in a use of force incident with an inmate, hereafter "INMATE", while working at the Intake Release Center. During the use of force incident, Respondent visibly punched INMATE approximately twenty-eight (28) times in the face, head, and upper body while three other deputies assisted and threw numerous punches at INMATE. INMATE at the time was not assaultive towards the deputies and was only showing passive resistance by not

giving up his hands while lying prone on the ground. At one point after delivering the punches, Respondent lifted INMATE's head and slammed INMATE's face against the concrete floor while INMATE was pinned down by deputies. Respondent was cooperative with the investigation and acknowledged the force used was unreasonable. As a result of the administrative investigation the Orange County Sheriff's Department sustained a finding that the force used by Respondent was not within policy. As a result of the sustained finding Respondent received a 40-hour suspension.

Audio/Video Evidence Links:

- **BR06 POST2402562 Attachment C Video 1 24 009233 Redacted**
- **BR07 POST2402562 Attachment D Video 2 24 009233 Redacted**
- **BR08 POST2402562 AttachmentE Handheld video 24 009233 Redacted**
- **BR09 POST2402562 Attachment F INMATE Use of Force Interview Redacted**
- **BR10 POST2402562 Attachment G Respondent Interview Redacted**
- **BR11 POST2402562 Attachment H Respondent Interview II Redacted**
- **BR12 POST2402562 Attachment I Deputy Vega Interview**
- **BR13 POST2402562 Attachment J Deputy Chen Interview**
- **BR14 POST2402562 Attachment K Deputy Herrera Interview**

ANALYSIS:

Clear and convincing evidence substantiated that Respondent violated California Penal Code §13510.8(b)(3) and Commission Regulation 1205(a)(3) regarding physical abuse; in that the force used by Respondent was excessive wherein Respondent punched INMATE twenty-eight (28) times and slammed INMATE's head onto the concrete floor. Respondent's use of force was unreasonable and excessive based on the level of resistance offered by INMATE.

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_POST2402562_Montalvo_Armando_ISF_Final (1).pdf
BR02_POST2402562_Executive_Review_Division_Recomendation.pdf
BR03_POST2402562_EDI_Profile_Montalvo_Armando_Redacted.pdf
BR05_POST2402562_Attachment_B_OCSD_Use_of_Force_Report_24-009233_Redacted.pdf
BR04_POST2402562_Attachment_A_OCSD_Report_24-009233_FINAL_Redacted.pdf