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: POST2403212 - RICHARD ADAMS (POST ID: C56-Q43) LAST EMPLOYING AGENCY: CALIFORNIA HIGHWAY PATROL

REPORT PROFILE

MEETING DATE 02/05/2026	**BUREAU SUBMITTING THE REPORT** Professional Conduct Northern Bureau	
RESEARCHED BY Raymond Bechler		**REVIEWED BY** Robert Guyton
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 California Highway Patrol on June 26, 2017, as a full-time peace officer. At the time of the events at issue, Respondent was employed as an officer with the California Highway Patrol. Respondent was terminated from the California Highway Patrol on November 5, 2024.

This position is a peace officer position defined under California Penal Code §830.1(a) and is required to be certified pursuant to California Penal Code §13510.1(a).

The case before the Board alleges the Respondent committed serious misconduct when he physically assaulted the Victim by forcibly throwing her to the ground and dragging her while she laid on her back trying to protect herself. At time the incident occurred, the Respondent and Victim were living together as boyfriend/girlfriend. This event was captured on their home video system.

Furthermore, the Respondent gave dishonest statements to criminal investigators and also in his administrative interview by saying the incident captured on video was consensual role playing and not an act of domestic violence.

The San Bernadino County District Attorney's Office filed a misdemeanor domestic violence charge against the Respondent. The charge was ultimately dismissed.

The Respondent was terminated for his misconduct on November 5, 2024.

Video Evidence Links:

- BR08 POST2403212 Adams Richard Attachment G Video clip

ANALYSIS:

Clear and convincing evidence substantiated that Respondent violated California Penal Code section 13510.8(b)(6) and Commission Regulation 1205(a)(6) acts that violate the law along with section 13510,8(b)(1) and Commission Regulation 1205(a)(1) dishonesty when the Respondent physically assaulted the Victim and then lied to investigators to cover up his actions. As a result, the Respondent's actions are sufficiently egregious as to be inconsistent with the Respondent's obligation to uphold the law or respect the rights of members of the public.

RECOMMENDATION:

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.

ATTACHMENT(S):

BR01_POST2403212_Adams Richard_ISF.pdf
BR02_POST2403212_Adams Richard-Attach A- Executive Review Division Recommendation Form - Adams Richard (POST2403212).pdf
BR03_POST2403212_Adams Richard_Attachment B-RichardAdams_ProfileReport_Redacted.pdf
BR04_Adams Richard_Attachment E-CHP Case Summary (21)_Redacted.pdf
BR05_POST2403212_Adams Richard_Attachment C-San Diego SO Report_CN 24107775.1_Redacted.pdf
BR06_POST2403212_Adams Richard_Attachmemnt D-San Bernadino SO Crime Rept_Redacted.pdf
BRR07_POST2403212_Adams Richard_Attachment F-Victim Letter_Redacted.pdf
BR09_POST2403212_Adams Richard_Attach H-SPB Resolution and Order-Proposed Decision_Redacted.pdf
BR10_POST2403212_Adams Richard_Attachment I-CHP IA Transcript_Redacted (6)_Redacted.pdf
BR11_POST2403212_Adams Richard_Attachment J_Interview

transcript_Axon_Redacted_Sanitized.pdf