PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

April 15, 2026
AGENDA
9:00 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 - Senate Rules Appointee - Public Member
Vacant - 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. APPROVAL OF MEETING TRANSCRIPTS

Approval of meeting transcripts from the previous Peace Officer Standards Accountability Advisory Board Meeting held on February 05, 2026.

a. Approval of Meeting Transcript from the February 05, 2026 Hearing

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

V. ASSISTANT EXECUTIVE DIRECTOR COMMENTS

VI. 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.

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

a. POST2311370 - Jose Zavala (POST ID: C28-A48) Last Employing Agency: Los Angeles 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. POST2311373 - Julio Quintanilla (POST ID: C58-G04) Last Employing Agency: Los Angeles 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.

c. POST2507337 - Matt White (POST ID: A68-U16) Last Employing Agency: Sacramento County Sheriff'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.

d. POST2322062 - Hector Victorio (POST ID: C87-Q51) Last Employing Agency: San Bernadino 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.

e. POST2302397 - Armando Avena (POST ID: C63-K48) Last Employing Agency: Los Angeles Police Department

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:

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

X. ADJOURNMENT

AGENDA ITEM REPORT

Title: POST2311370 - JOSE ZAVALA (POST ID: C28-A48)
LAST EMPLOYING AGENCY: LOS ANGELES POLICE DEPARTMENT (CURRENT)

REPORT PROFILE

MEETING DATE 04/15/2026	**BUREAU SUBMITTING THE REPORT** Professional Conduct Southern Bureau	
RESEARCHED BY David Sieber	**REVIEWED BY** Christine Ford	
REPORT DATE 04/15/2026	**APPROVED BY** Annemarie Del Mugnaio	**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 Respondent's peace officer certification status.

BACKGROUND:

Respondent began his employment with the Los Angeles Police Department on May 26, 2009. At the time of the captioned incident, the Respondent was a police officer with the Los Angeles Police Department, which 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). As of the date of this hearing, Respondent remains employed by the Los Angeles Police Department as a police officer.

On December 18, 2021, the Victim walked out of his residence holding a kitchen knife, reportedly threatened members of the community, and then sat idle on the steps of a neighboring residence while holding the knife to his neck. Officers assigned to LAPD's Newton Patrol Division (NPD) and Newton Gang Enforcement Detail (GED) responded to the "attempt suicide" call for service within minutes and contained the Victim. The Respondent and his partner responded to the incident, established a perimeter position, and were designated by the on-scene incident commander as lethal cover officers.

After approximately 13 minutes of de-escalation efforts, the Victim stood up and took four slow steps forward and then stopped. This movement triggered LAPD's deployment of a less-lethal projectile, which struck Victim in the hip. Nearly contemporaneously (.382 seconds after the less-lethal deployment), from a distance of approximately 25 feet and behind the cover of a police vehicle, Respondent fired three rounds from his service pistol, striking the Victim. Approximately .322 seconds after Respondent discharged his third round, Respondent's partner fired a single round from his service pistol. The Victim was detained but ultimately succumbed to the injuries sustained from the use of force.

LAPD's Force Investigation Division (FID) investigated the Officer Involved Shooting and found that his actions were not objectively reasonable, proportional, or necessary. Ultimately, Respondent received a 10-day suspension with loss of pay and benefits. In July of 2025, the City of Los Angeles settled the resulting wrongful death suit filed by the Victim's family in the U.S. District Court for the Central District of California and paid the family $8,000,000.

As of April 2026, the Los Angeles County District Attorney's Office's Justice System Integrity Division has not reached a charging decision and continues to review the incident with the assistance of an independent police oversight firm. Based on an analysis of the results of the LAPD FID and Complaint Investigations, recommendations of the Use of Force Review Board (UOFRB) and the Chief of Police, and a detailed review of multiple Body Worn Video (BWV) perspectives of the Officer Involved Shooting (OIS), the Division determined that the Respondent engaged in serious misconduct as defined in California Penal Code § 13510.8(b)(3) and Commission Regulation 1205(a)(3) - physical abuse, including, but not limited to, the excessive or unreasonable use of force.

Video Evidence Links:

- **BR14 POST2311370 Zavala Jose Attachment M Quintanella BWC**
- **BR15 POST2311370 Zavala Jose Attachment N Zavala BWC**
- **BR16 POST2311370 Zavala Jose Attachment O Officer 1 BWC**

ANALYSIS:

The Division determined there was clear and convincing evidence that Respondent engaged in serious misconduct as defined in California Penal Code § 13510.8(b)(3) and Commission Regulation 1205(a)(3) - physical abuse, including, but not limited to, the excessive or unreasonable use of force. This misconduct is evidenced by Respondent's discharge of three rounds at the Victim, who posed a danger only to himself and did not present an imminent threat to the Respondent or others. Respondent's actions demonstrated a disregard for public safety and were inconsistent with the duties and responsibilities of a peace officer. Accordingly, the Division finds that Respondent's conduct constitutes serious misconduct, warranting revocation or suspension of his POST peace officer certification.

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_POST2311370_Zavala Jose_ISF_Redacted.pdf
BR02_POST2311370_Zavala Jose_Executive Review and Division Recommendation.pdf
BR03_POST2311370_Zavala Jose_POSTProfile_Redacted.pdf
BR04_POST2311370_Zavala Jose_Attachment C - LAPD Report_Redacted.pdf
BR05_POST2311370_Zavala Jose_Attachment D - COP IntradeptMemo_Redacted.pdf
BR06_POST2311370_Zavala Jose_Attachment E - 22-003418 LOT_Redacted.pdf
BR07_POST2311370_Zavala Jose_Attachment F - 22-003757 LOT_Redacted.pdf
BR08_POST2311370_Zavala Jose_Attachment G - LA City Council_Motion to Settle_Redacted.pdf
BR09_POST2311370_Zavala Jose_Attachment H - Federal Civil Complaint_Redacted.pdf
BR10_POST2311370_Zavala Jose_Attachment I - Respondent Interview Transcript_Redacted.pdf
BR11_POST2311370_Zavala Jose_Attachment J - SME Report_Redacted.pdf
BR12_POST2311370_Zavala Jose_Attachment K - LAPD Edged Weapons Policy.pdf
BR13_POST2311370_Zavala Jose_Attachment L - LAPD Use of Force Policy 10.2020 to 08.2022.pdf