

2025

The seal of the Commission on Peace Officer Standards & Training is a large, semi-transparent graphic in the background. It features a central circular emblem with a classical figure (Minerva) holding a spear and a shield, a bear, and a landscape with ships. The text 'COMMISSION EUREKA' is at the top, and 'PEACE OFFICER STANDARDS & TRAINING' is around the bottom. A torch is at the top. The seal is set against a blue background with white lines.

PEACE OFFICER STANDARDS & ACCOUNTABILITY ANNUAL REPORT

COMMISSION ON PEACE OFFICER
STANDARDS & TRAINING

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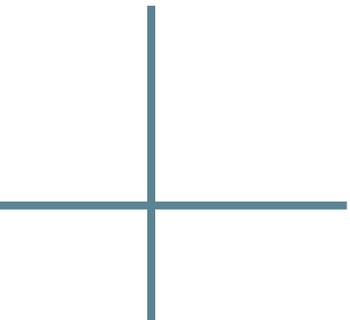
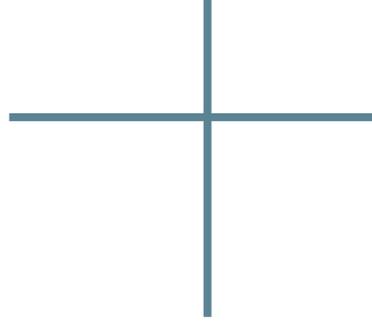
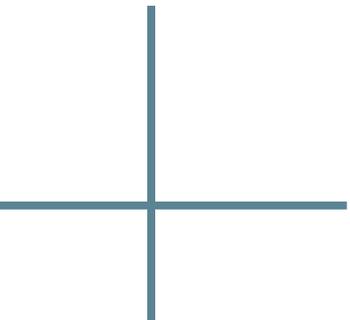
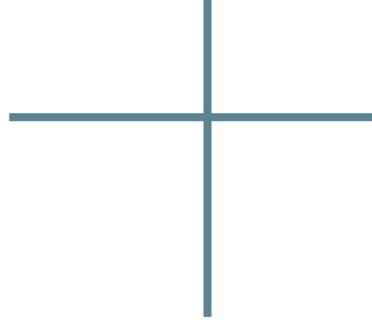


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POST COMMISSIONERS

The Commission on Peace Officer Standard and Training (POST) Commission forms a balanced group of city and county administrators, law enforcement professionals, educators, and public members. The Governor appoints 15 of the Commissioners, with the advice and consent of the Senate, for three-year overlapping terms. The Speaker of the Assembly and the Senate Pro Tempore also each appoint one Commissioner. The Attorney General is an ex-officio member and serves as the 18th POST Commissioner.

CHAIR

Geoff Long
Chair, Public Member

Kelly Gordon
Chief, Santa Barbara Police Department

VICE CHAIR

Rick Braziel
Educator, Cal Poly Humboldt

Jacob “Jake” Johnson
Officer, California Highway Patrol

Alan Barcelona
Special Agent, Department of Justice

Michael Moodian
PhD., Public Member

Ingrid Braun
Sheriff, Mono County

Shannan Moon
Sheriff, Nevada County

Jim Cooper
Sheriff, Sacramento County

Tina Nieto
Sheriff, Monterey County

Justin Doering
Senior Deputy Sheriff, Ventura County

Freddie Rodriguez
Public Member

Charles Duggan
City Manager of Redlands

Benjamin Therriault
Sergeant, Richmond Police Department

P. Lamont Ewell
Public Member

Rob Bonta
Ex-Officio Member, Attorney General,
Department of Justice

PEACE OFFICER STANDARDS ACCOUNTABILITY ADVISORY BOARD

The Peace Officer Standards Accountability Advisory Board (Board) is comprised of nine appointed members, with specified experience. The Board serves as an advisory body to the Commission and reviews serious misconduct cases involving peace officers. The Board conducts public hearings to formulate decertification recommendations to the Commission.

Chair

Joyce Dudley
District Attorney (Retired), Santa Barbara County

Vice Chair

Robert Doyle
Sheriff (Retired), Marin County

Nicole Clavo
Office of Violence Prevention, City of Sacramento

Regina Hatcher Crawford
President, NAACP Ventura County Branch

Jack Glaser
Professor at UC Berkeley's Goldman School of Public Policy

Cephus Johnson
Community Activist

Charles Lara
Captain, San Diego Police Department

Margaret Pena
CA State Legislature (Retired)

ABOUT POST

POST was established by the Legislature in 1959 to set minimum selection and training standards for California law enforcement. In 2021, POST was given additional authority by the legislature to certify peace officers, as well as to suspend and decertify peace officers for serious misconduct. The POST organization, with more than 250 staff members, functions under the direction of an Executive Director appointed by the Commission.

POST funding comes from the General Fund and the State Penalty Fund. The State Penalty Fund receives money from penalty assessments on criminal and traffic fines.

The POST Program is voluntary and incentive based. Participating agencies agree to abide by the standards established by POST. More than 600 agencies participate in the POST Program and are eligible to receive the Commission's services and benefits.

POST also awards professional certificates to recognize peace officer achievement and proficiency.

MISSION

The mission of POST is to continually enhance the professionalism of California law enforcement in serving its communities.

VISION

The vision of POST is to be the leading organization in establishing professional standards, assuring top-quality training, and providing effective services to develop and support the world's finest peace officers and law enforcement organizations.

EXECUTIVE SUMMARY

Senate Bill (SB) 2 (Bradford and Atkins, 2021), vested POST with the authority to license and regulate peace officers. This authority includes the responsibility of investigating reports of serious misconduct. If POST determines that a peace officer has engaged in one of nine statutorily defined acts of serious misconduct, POST may initiate proceedings to suspend or revoke the officer's certification. Since 2023, POST has been reviewing allegations of serious misconduct and analyzing the case facts based on the nine categories of serious misconduct, which include: dishonesty, abuse of power, physical abuse (including, but not limited to, the excessive or unreasonable use of force), sexual assault, demonstration of bias, egregious or repeated acts that violate the law, participation in a law enforcement gang, failure to cooperate with an investigation into potential police misconduct, and failure to intercede. To date, POST has received almost 42,000 reports of allegations of serious misconduct from law enforcement agencies, of which approximately 18,000 are "lookback" cases, and over 3,000 complaints received from the public. The reports are analyzed and after an independent review by POST, a determination is made as to whether the conduct of the peace officer is serious misconduct as defined and whether the evidence supports further adjudication. [[POST Guide to Decertification](#)]

Public Complaints

Public complaints are a key component of POST's oversight and accountability responsibilities. Over the past several years, POST has experienced a substantial increase in public complaint submissions, a trend largely attributed to increased public awareness of POST's role in reviewing allegations of serious misconduct and its authority to take certification action. Continued outreach, public engagement, and improved accessibility to the complaint process have contributed to this growth.

Since the program's inception, POST has processed over 3,000 public complaint reports involving more than 1,700 peace officers. Complaints are submitted by members of the public through written correspondence or an online complaint form that includes multilingual translation capabilities, helping ensure broader access to the complaint process. Upon receipt of a public complaint, POST typically notifies the employing or former employing law enforcement agency to ensure awareness of the allegations and to determine whether an investigation has already occurred

or is underway. Agencies submit investigative findings or status updates in response to public complaints. In many instances, agencies have already reported findings or investigative status updates to POST prior to the receipt of a public complaint. Complaints involving chiefs or sheriffs represent approximately ten percent of all public complaints and are prioritized for review by the Professional Conduct Bureau Chiefs to determine the next appropriate steps, including referral to independent oversight or a POST-led investigation when necessary.

Approximately 41% of public complaints have been closed [see chart on page 21]. Of those closed cases, the majority, about 85%, were determined not to involve serious misconduct. Approximately 6% were non-jurisdictional, 4% were non-actionable, and 2% involved allegations that may have met the definition of serious misconduct but did not meet the clear and convincing evidentiary standard. Approximately 1% of closed public complaints resulted in certification action.

An additional 32% of public complaints are currently under POST review and involve potential serious misconduct with sufficient agency documentation to proceed with review. Approximately 26% require additional information from law enforcement agencies before POST can complete its review. Overall, public complaints have resulted in certification action in approximately 0.4% of cases, including revocation, ineligibility, or voluntary surrender of certification.

As complaint volume continues to increase, POST is enhancing its data-tracking efforts, including monitoring agency response timelines, evaluating compliance with reporting requirements, and assessing how often public complaints lead to disciplinary or certification outcomes. These efforts support POST's commitment to consistent, timely, and transparent review of allegations of serious misconduct, and reinforce public confidence in the peace officer certification system.

Retroactive Case Reporting “Lookback” Cases

Now into its third full year of reviewing and prioritizing tens of thousands of serious misconduct allegations, POST has completed its review and investigation of retroactive or “lookback” cases. These were cases where the investigation of the incident was completed between January 1, 2020, and January 1, 2023. At the end of 2025, approximately 43% or 17,934 of reports submitted to POST since January 1, 2023, involved retroactive incidents of serious misconduct.

POST only has the authority to pursue administrative action on retroactive cases against peace officers who are found to have committed acts of dishonesty, sexual assault, or excessive use of deadly force resulting in death or serious bodily injury.

As such, of the 17,934 allegations, 17,284 were consolidated into unique “lookback” cases. Of these, POST has already closed 15,516 cases. There were 203 cases in which an action was taken either revoking or suspending the peace officer certification or deeming the individual ineligible from holding a peace officer certification, as many did not involve one of the three misconduct allegations included above. Another 1,768 cases are pending review; 825 of these cases are still under review by the respective law enforcement agency for completion of the internal affairs investigation. POST commences its independent review once the law enforcement agency completes its investigation.

Peace Officer Standards Accountability Division

The Peace Officer Standards and Accountability Division (POSAD), which is responsible for the intake, investigation, and coordination of the administrative decertification proceedings, is currently managing 7,125 open cases, investigating 3,525 cases, and monitoring the administrative proceedings of approximately 13 cases.

Investigations pending with POST refer to cases where the relevant law enforcement agency has investigated the charges and reached a finding. At the end of 2025, there were approximately 3,500 cases pending with POST for its review and determinations. Another 8,954 are pending with the law enforcement agencies for the completion of an internal affairs investigation. Of those investigations that have been completed by law enforcement agencies and have been reviewed and closed by POST, over 20,843 or 67% of the cases were reported as “not sustained,” “exonerated,” or “unfounded.”

As reflected in the chart on page 24, “Agency Investigation Findings,” this subset of data is what was initially reported to POST but does not include POST review and final outcome of all allegations included in the initial agency misconduct report.

POST has determined that there has been almost no discrepancy between the law enforcement agency findings in terms of not sustained cases and POST’s findings upon completion of its reviews. Another 840, or 24%, of the cases pending with POST include an agency disposition of sustained findings and are considered priority cases

for POST investigators. In some sustained cases, POST has noted discrepancies in agency findings versus POST findings. This is largely attributed to the interpretation of the nine acts of serious misconduct definitions by various agencies. In addition, agencies include various policy violations that may not be included in one of the nine areas of serious misconduct. Some other common examples of this are failure to supervise, neglect of duty, dishonesty outside the course of an investigation and conduct unbecoming, to name a few.

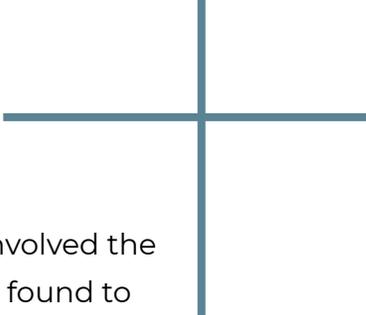
Board/Commission Review

In cases where POSAD has found sufficient grounds to take disciplinary action, where there is clear and convincing evidence to support the revocation or suspension of a peace officer's certification, POST will notify the officer by way of a Notice of Determination (NoD). The NoD provides the peace officer 20 days to appeal POST's finding before the Board. As of December 31, 2025, the Board has conducted seven hearings and reviewed a total of 22 cases. All these cases have since moved to the Commission with a recommendation of suspension or revocation. The Commission has upheld some form of disciplinary action for most of the 22 cases, with only two cases resulting in no action.

There has been a decline in the number of appeals POST receives from subject peace officers. Of the 75 notices POST has sent advising officers notice of its intent to revoke their peace officer certification, only 31% or 23 appeals have been received. This is down from 38% during the first two years of case processing.

While the appeals are relatively low, cases involving officers who are employed and include a violation of Driving Under the Influence (DUI) of alcohol or drugs, captured as "acts that violate the law," tend to result in a higher rate of appeals. Presumably, this is due to a significant number of these cases being settled by the Commission under a stipulated settlement agreement where the officer retains their certification under a form of probation monitoring to include drug and alcohol screening and rehabilitative terms.

The Department of Justice (DOJ), Office of the Attorney General, Licensing Section handles the prosecution of serious misconduct cases on behalf of POST. To date, there are ten cases pending with the DOJ, either awaiting the filing of an accusation or pending the evidentiary hearing with the Office of Administrative Hearings (OAH). Of the ten cases, there are four cases currently scheduled for an administrative



hearing in 2026. One case was fully adjudicated in 2025, but this matter involved the cancellation of a peace officer certification wherein the peace officer was found to have committed fraud/misrepresentation during the background and hiring process.

The Budget Act of 2023 included provisions requiring POST to report expenditures for FY 23-24 and FY 24-25 beginning on January 1, 2026, for decertification cases where POST has initiated administrative adjudication proceedings at the OAH. A total of 11 cases has been submitted to the DOJ for prosecution, and another five cases are at the OAH awaiting a hearing. The charts on pages 38-42 capture the administrative costs in 2024 and 2025 for both the DOJ and OAH.

POST Actions

In addition to serious misconduct investigations and adjudication, POST continues to impose several interim actions in the form of Immediate Temporary Suspensions (ITS), pursuant to California Penal Code (PC) section 13510.8, subdivision (d). In 2025, POST issued 100 ITSs and revoked or deemed ineligible 77 peace officer certifications based on disqualifying felonies or misdemeanors pursuant to California Government Code (GC) section 1029. Additionally, 60 peace officers have voluntarily surrendered their peace officer certification.

WORKLOAD & CASE PROCESSING

POST continues to face challenges in recruiting permanent staff for its Law Enforcement Consultant (LEC) positions. LECs hired by POST are former law enforcement personnel with qualifying experience who serve as investigators and review cases of serious misconduct submitted to POST. Based on the unique civil service classification and the restrictions around hiring and reinstating formerly retired and vested Public Employee Retirement System (PERS) personnel, it has been a challenge to hire qualified LECs. POST has made some headway in hiring and has seen a 42% increase in the full-time staffing for its investigative programs; however, POST is still relying on temporary staffing, employing retired annuitants to fill the gaps of its investigative work. Retired annuitants should be a short-term solution as they work limited hours and are not intended to be long-term employees.

POST receives, on average, 2,500 reports of serious misconduct per quarter. This rate of receipt has been steady for the past two years, following the “lookback” reporting phase. These reports include more recent incidents of serious misconduct where witnesses and victims may be more likely to provide statements and testify, or where the subject officer is still actively working in law enforcement. With the steady rate of receipt of new serious misconduct reports along with ongoing recruitment efforts, POST is likely to continue to see a steady increase in the number of outcomes following its investigations, whether that results in case closures or a finding of serious misconduct.

During the 2024 reporting year, POST continued to refine its administrative review processes while addressing procedural challenges associated with public hearings involving allegations of serious misconduct. As noted in the prior year’s annual report, POST identified challenges arising during the initial review stages conducted by the Board and the Commission. These proceedings are not evidentiary hearings and do not constitute the full due process protections afforded at a formal adjudicative hearing.

The purpose of these initial hearings is limited in scope. The Board and the Commission review the findings of POSAD to determine whether sufficient

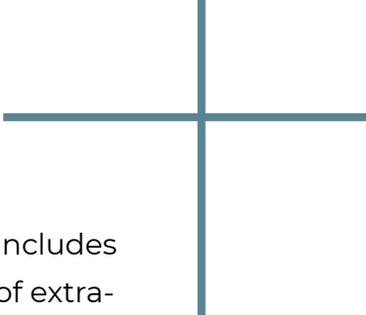
grounds exist to advance a case to a full evidentiary hearing before an independent Administrative Law Judge (ALJ), consistent with the Administrative Procedure Act (Gov. Code § 11500 et seq.) These reviews are preliminary in nature and are not intended to establish factual findings, weigh credibility, or adjudicate the merits of the case.

Because these meetings are conducted in public pursuant to the Bagley-Keene Open Meeting Act, POST has faced inherent challenges in managing public comments. Specifically, members of the public may offer comments that include factual assertions, incident details, or the naming of officers who are not before the Board or the Commission for review. Such statements raise significant due process concerns, particularly when a decision-making body is exposed to alleged facts outside the investigative record before a respondent has had the opportunity for a full evidentiary hearing, cross-examination, and presentation of evidence as required under California law.

In response to the concerns identified in the 2024 annual report, POST implemented more structured guidance governing public comment during Board and Commission meetings. This guidance is intended to preserve transparency while preventing the public disclosure of information that could compromise ongoing investigations, prejudice future proceedings, or infringe upon an officer's due process rights should the matter proceed to a formal hearing. These safeguards also help ensure compliance with Commission Regulations, including California Code of Regulations, Title 11, section 1209, which limits written and oral argument by a subject officer or their representative to matters contained with the POSAD investigative record and findings.

POST's regulatory and statutory responsibilities are grounded in PC sections 13503, 13510.1, and 13510.85, which collectively charge POST with establishing, enforcing, and overseeing professional standards for peace officers in the interest of public safety, integrity, and accountability. At the same time, POST must conduct its administrative actions in accordance with constitutional due process principles and the procedural safeguards set forth in the Administrative Procedure Act.

POST remains committed to responsible transparency and public accountability, consistent with the requirements of the Bagley-Keene Open Meeting Act. However, POST must continue to carefully balance openness with its obligation to ensure



orderly, fair, and impartial adjudication of serious misconduct cases. This includes protecting respondents from prejudgment, preventing the introduction of extra-record information at non-evidentiary stages, and safeguarding the integrity of future proceedings before an ALJ.

As POST continues to implement and refine its processes, it remains focused on fulfilling its dual responsibilities: upholding the public's trust through transparent government operations, while preserving due process and ensuring that administrative decisions affecting peace officers are made fairly, lawfully, and in a manner that ultimately protects the health, welfare, and safety of the people of California.

SERIOUS MISCONDUCT

The nine acts of serious misconduct are provided for in PC section 13510.8, and are further clarified in California Code of Regulations, Title 11, section 1205. Much of the regulation text in section 1205 has been in effect since early 2023. However, in April 2024, the Office of Administrative Law approved additional language regarding the definition of Demonstrating Bias as provided below. The nine acts of serious misconduct are as follows:

- (1) Dishonesty: 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 initially, with the intent to deceive.
- (2) Abuse of Power: Including, but not limited to, intimidating witnesses, knowingly obtaining a false confession, knowingly making a false arrest.
- (3) Physical Abuse: Including, but not limited to, the excessive or unreasonable use of force.
- (4) Sexual Assault: Commission or attempted initiation of a sexual act with a member of the public or members of the agency. Factors include, but are not limited to on duty behavior, force, threat, coercion, extortion, offer of leniency, other official favor, under the color of authority, propositioning for or commission of any sexual act while on duty.
- (5) Demonstrating Bias: Demonstrating bias on the basis of actual or perceived: race national origin, religion, gender identity or expression, housing status, sexual orientation, mental or physical disability, other protected status in violation of law or department policy, when the officer either shows or displays, by words, actions or other conduct, prejudice, intolerance, contempt, or hatred towards one or more persons due to that person's membership within a class of persons identified in Penal Code section 13510.8, subdivision (b)(5), and which is inconsistent with a peace officer's obligation to carry out their duties in a fair and unbiased manner. An officer engaging in racial profiling in violation of Penal Code section 13519.4 in demonstrating bias because profiling casts suspicion on a class of people without individualized suspicion as to the person being stopped.

- (6) Acts that Violate the Law: Acts that violate the law **and** are sufficiently egregious or repeated, inconsistent with the peace officer's obligation to uphold the law or respect the rights of the members of the public.
- (7) Participation in a Law Enforcement Gang: A group of law enforcement officers within a law enforcement agency who may identify themselves by a name and may be associated with an identifying symbol, including, but not limited to, matching tattoos, **and** who engage in a pattern of on duty behavior that intentionally violates the law of fundamental principles of professional policing.
- (8) Failure to Cooperate: Failure to cooperate with an investigation into potential police misconduct, including an investigation conducted pursuant to Penal Code section 13510.8. The lawful exercise of rights granted under the United States Constitution, the California Constitution, or any other law shall not be considered a failure to cooperate.
- (9) Failure to Intercede: Failure to intercede when present and observing another officer using force that is clearly beyond that which is necessary, as determined by an objectively reasonable officer under the circumstances, taking into account the possibility but other officers may have additional information regarding the threat posed by a subject.

There have been consistent trends POST has tracked over the past three years in terms of the most common allegations of serious misconduct reported versus the most common findings of serious misconduct resulting in discipline [see charts on pages 21 and 30].



Peace Officer Decertification Workflow

Allegations of Serious Misconduct

- Reported to POST by employing agency within 10 days
- Citizen complaint made to POST
- POST initiated case

Agency Investigation

- Disciplinary investigation completed by agency
- Agency forwards completed investigation to POST for decertification investigation

POST Investigation

- POST reviews agency investigation
- POST conducts further investigation, if necessary
- POST determines if serious misconduct occurred

POST Recommendation

- If serious misconduct did not occur, POST notifies peace officer and closes case with no further action taken
- If serious misconduct did occur, POST makes recommendation to decertify peace officer

Decertification Action

- POST notifies peace officer of intent to decertify
- Peace officer has 30 days to request review of recommended action before the Peace Officer Accountability Advisory Board
- If peace officer does not request a review, the recommendation to decertify by POST stands without further proceedings
- If review is requested, POST schedules hearing before the Board



Peace Officer Decertification Workflow

Peace Officer Standards Accountability Advisory Board Review

- Board conducts public hearing on the decertification case
- Board reviews POST investigation findings and decertification recommendation
- Board makes written recommendation to the Commission by majority vote on what action should be taken against the peace officer

Commission on Peace Officer Standards and Training

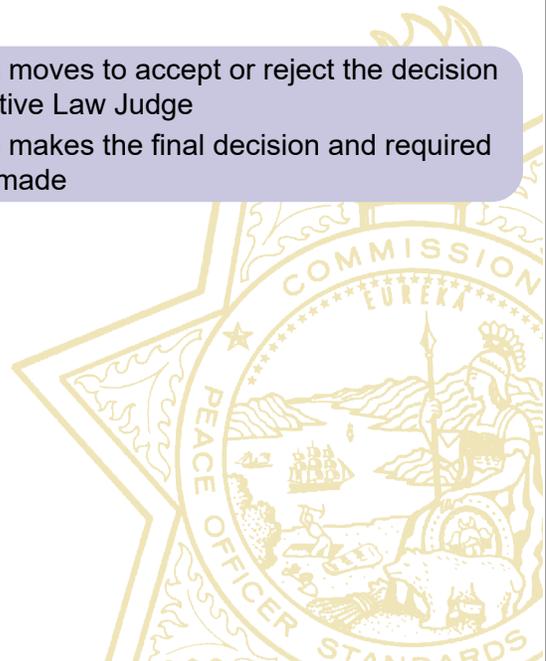
- Reviews recommendation made by the Board
- The Commission's decision to adopt a recommendation by the Board to seek revocation shall be made by a two-thirds vote of the Commissioners present
- Commission returns decision to POST

Administrative Law Judge

- If the Commission moves to take action, POST initiates proceedings for a formal hearing before an Administrative Law Judge
- If the Commission rejects the recommendation, no further action is taken unless additional investigation is requested

Commission Final

- The Commission moves to accept or reject the decision of the Administrative Law Judge
- The Commission makes the final decision and required notifications are made



2,500

**AVERAGE NUMBER OF REPORTS
OF SERIOUS MISCONDUCT PER
QUARTER**

41,000

**TOTAL REPORTS OF ALLEGATIONS OF
SERIOUS MISCONDUCT SINCE INCEPTION**

PENAL CODE § 13512 MANDATED DATA

Section 13512, subdivision (b)(1) The number of applications for certification and the number of certifications granted or denied.

	2023	2024	2025
Number of Basic Certificates Requested	3,698	4,549	4,120
Number of Basic Certificates Issued	3,523	4,334	3,900
Number of Proof of Eligibility	19,684 ¹	5,837	5,764
Separations	6,784	5,827	6,888

Proof of Eligibility (POE) is required for specified peace officers:

Any specified peace officer described in PC sections 830.1, 830.2, with the exception of those described in (d) of that section, 830.3, 830.32, or 830.33, or any other peace officer employed by an agency that participates in the POST Program.

1. Any peace officer described above, who does not possess a Basic Certificate and who is not yet or will not be eligible for a Basic Certificate, regardless of participation in the POST Program, is required to obtain a POE.
2. All levels of reserve peace officers who are appointed to a POST participating agency and who do not already possess a Basic Certificate are required to obtain a POE.
3. Any peace officer, including reserves with POST participating agencies, who is a lateral to a new agency and does not already possess a Basic Certificate will be required to obtain a new POE.
4. Any peace officer, including reserves with POST participating agencies, may hold more than one POE at a time if they are simultaneously appointed to multiple agencies.
5. A POE will expire upon issuance of a Basic Certificate to eligible peace officers or upon separation/termination from employment as a peace officer prior to the issuance of a Basic Certificate. If the POE expires due to separation/termination from employment not related to allegations of serious misconduct, the peace officer may remain eligible for a new appointment.

¹ In 2023, POST issued POEs to every peace officer who did not possess a Basic Certificate, but who held a position that required certification by POST pursuant to Senate Bill 2.

PENAL CODE § 13512 MANDATED DATA

Separations and Terminations

One of the primary concerns raised by law enforcement stakeholders during the creation of SB 2, and which prompted key provisions of the bill, was reported practices by peace officers transferring from one agency to another to evade a history of misconduct or discipline. SB 2 includes mandatory reporting requirements for law enforcement agencies to POST, including the reporting of any termination or separation from employment, as well as any appointment of a peace officer by an agency.²

A Notice of Separation is required to be submitted to POST any time a peace officer separates from an employing agency. This process includes the submission of the Affidavit of Separation Form, which is to be completed for all peace officer separations, regardless of whether the separation is in good standing or the result of an investigation or termination.

A separation in good standing includes lateral transfers between agencies, retirements, and resignations unrelated to allegations of misconduct. A separation pending a complaint, administrative charge, or an investigation for serious misconduct is not considered a separation in good standing and applies when a peace officer resigns or retires during an open investigation related to allegations of serious misconduct.

Terminations include when a peace officer is discharged from their agency for any reason including sustained allegations of serious misconduct, sustained agency violations or allegations not related to serious misconduct and may include a release during probation.

Notices of Separation for peace officers are reviewed by POST staff and will be returned to the agency if not completed, or if the separation is related to an allegation of serious misconduct and there is a corresponding report of serious misconduct submitted to POSAD that does not align with the information in the Notice of Separation. POST tracks all returned notices and follows up with the head of the agency for congruency of information as needed.

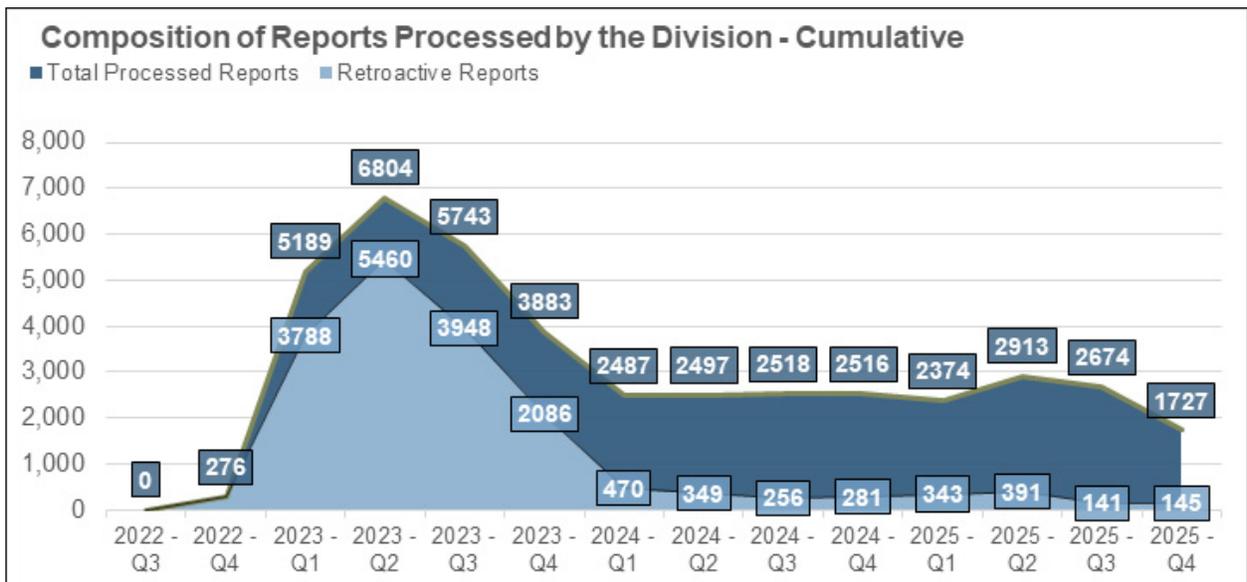
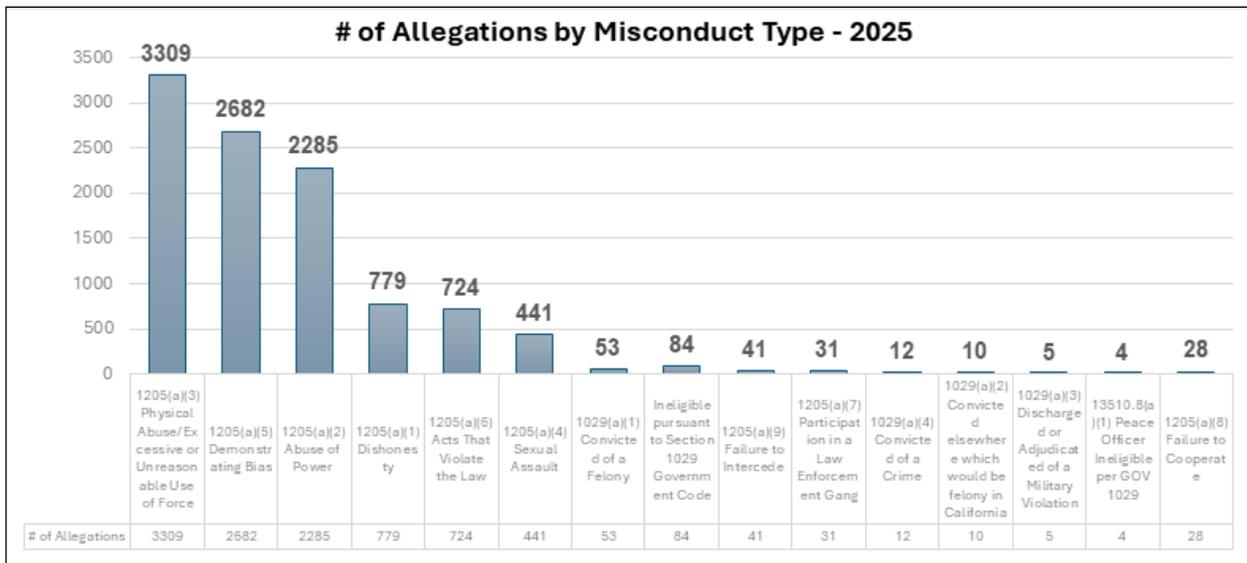
² Penal Code section 13510.9

PENAL CODE § 13512 MANDATED DATA

Section 13512, subdivision (b)(2) The number of events reported pursuant to paragraphs (1) to (5), inclusive, of subdivision (a) of Penal Code section 13510.9.

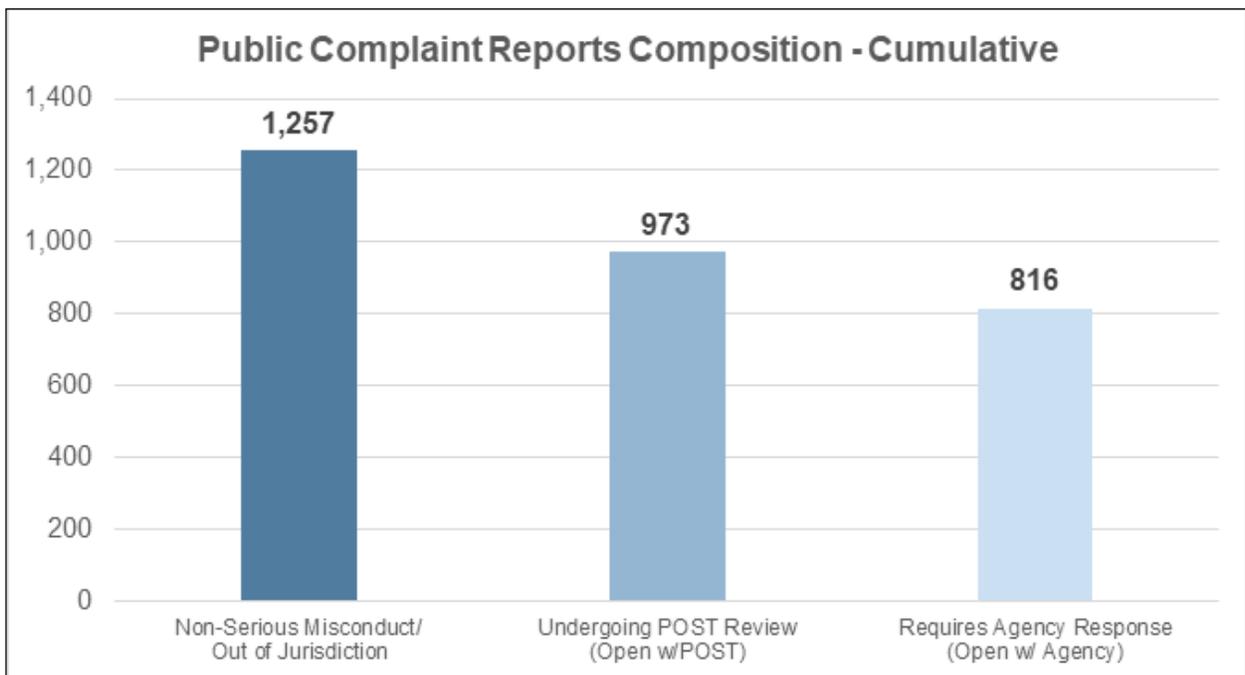
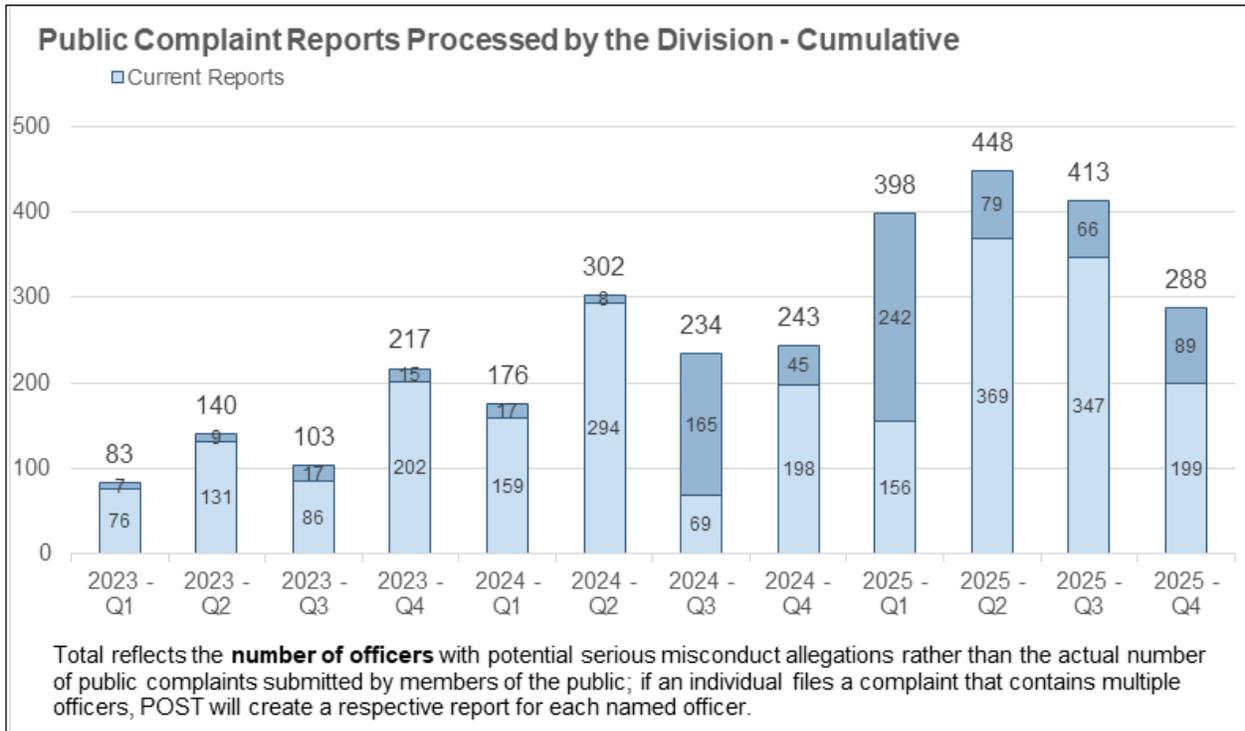
PC section 13510.9(a)(2) Any complaint, charge, or allegation of conduct against a peace officer employed by that agency that could render a peace officer subject to suspension or revocation of certification by the commission pursuant to section 13510.8.

2025	
10,404 Allegations	4,421 Subject Peace Officers



PENAL CODE § 13512 MANDATED DATA

Section 13512, subdivision (b)(2) The number of events reported pursuant to paragraphs (1) to (5), inclusive, of subdivision (a) of Penal Code section 13510.9.

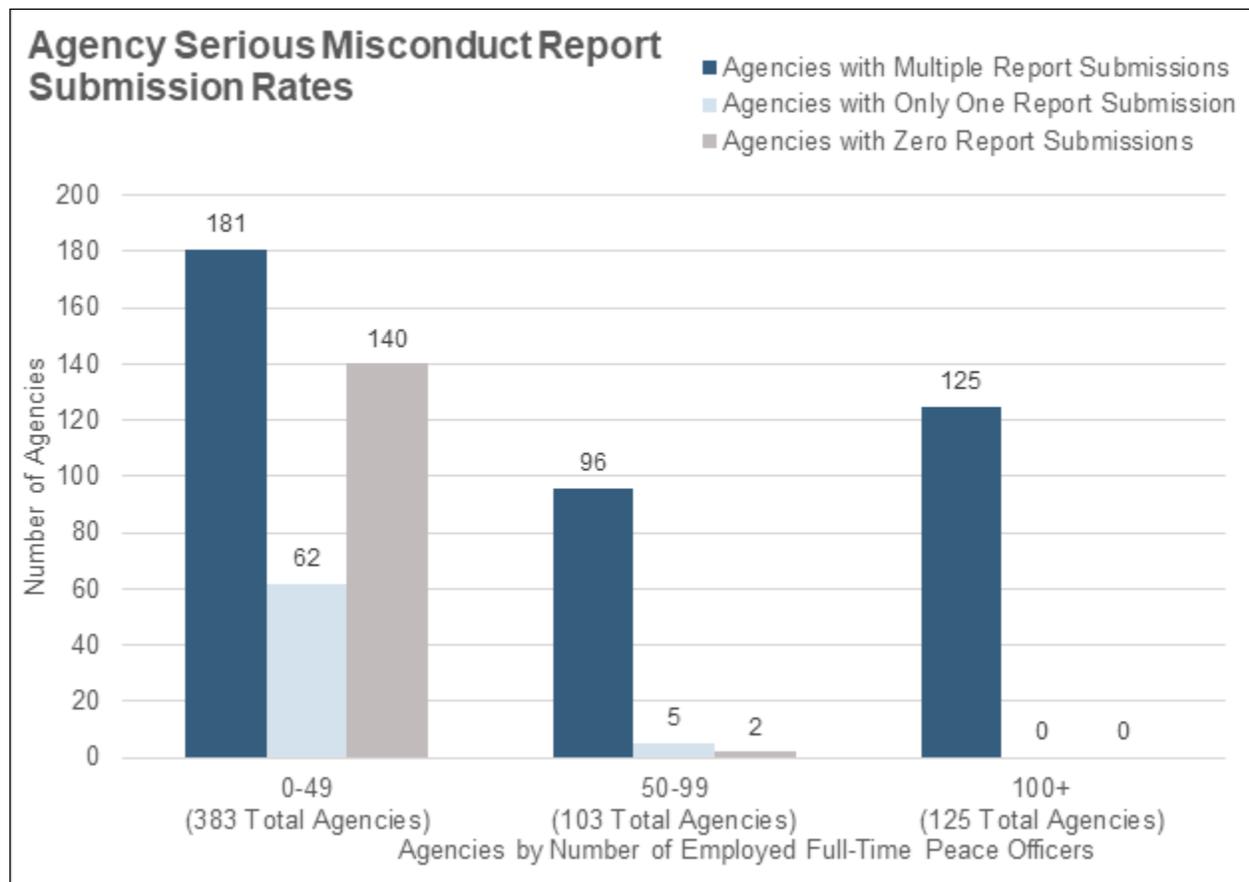


PENAL CODE § 13512 MANDATED DATA

POST routinely reviews the number of agency misconduct reports submitted to POST by agencies. In early October 2025, POST sent letters to agencies that have not submitted a report to POST, asking these agencies to review the data and confirm the accuracy of POST’s records. POST requested confirmation of the reporting responsibilities within 30 days of the date of the letter.

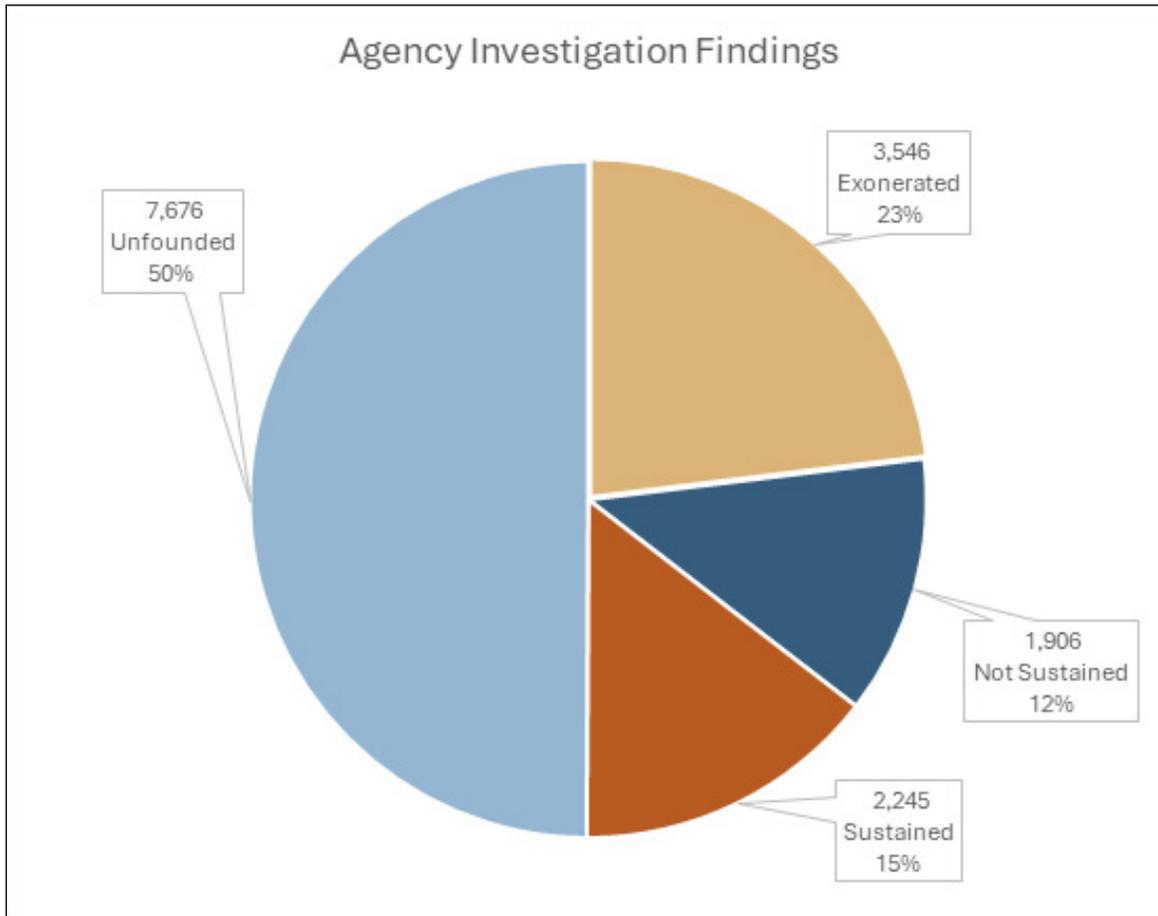
POST requested responses from 60 “traditional law enforcement agencies” (Police Departments, Sheriffs, Patrol Units), as specialized law enforcement roles where interaction with the public is limited, typically do not have the same volume of misconduct complaints, charges, or allegations.

POST received responses from 40 agencies or 66%. We continue to engage with agencies who have not submitted a response to POST with continuous outreach.



PENAL CODE § 13512 MANDATED DATA

Section 13510.9, subdivision (a)(4) The final disposition of any investigation that determines a peace officer engaged in conduct that could render a peace officer subject to suspension or revocation of certification by the Commission pursuant to section 13510.8, regardless of the discipline imposed.



These findings reflect agencies' disposition of cases submitted to POST; this is not a POST determination but rather the outcome of the agency investigation.

- **Exonerated** – the individual is released from blame or charge based on the outcome of the investigation
- **Unfounded** – a thorough investigation reveals that the allegations are baseless and that no act of serious misconduct occurred
- **Not Sustained** – the evidence produced through the investigation did not meet the agency threshold (preponderance) for consideration of employment action
- **Sustained** – the evidence produced through the investigation met the agency threshold (preponderance) for consideration of employment action

PENAL CODE § 13512 MANDATED DATA

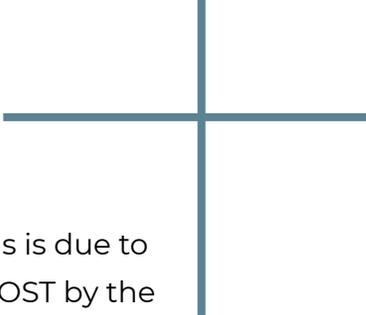
Section 13510.9, subdivision (a)(5) Any civil judgement or court finding against a peace officer based on conduct, or settlement of a civil claim against a peace officer or an agency based on allegations of officer conduct that could render a peace officer subject to suspension or revocation of certification by the Commission pursuant to section 13510.8.

	2023	2024	2025
Allegations pursuant to GC § 1029	3,698	133*	108
Number of Basic Certificates Issued	62	143*	141

*Pursuant to Gov. Code section 1029, peace officers are ineligible to perform the duties and powers of a peace officer if the individual has been:

- Convicted of specified felonies, even if a court order later sets aside, vacates, withdraws, expunges, dismisses, or reverses the conviction unless bound by the court to be factually innocent.
 - For peace officers who were convicted of an offense enumerated in GC § 1029 prior to January 1, 2022, the individual would be deemed ineligible to perform the duties and powers of a peace officer and a notation of ineligibility would be noted on their POST Profile.
 - For peace officers who are convicted of an offence enumerated in GC § 1029 on or after January 1, 2022, the peace officer certification will be revoked.
- Adjudicated in an administrative, military, or civil judicial process as having committed a violation of certain specified crimes against public justice, including the falsification of records, bribery, or perjury.
- Certified by POST and have surrendered that certification or had that certification revoked.
- Previously employed in law enforcement in any state or US territory or by the federal government, who is listed in the National Decertification Index (NDI).
- Engaged in serious misconduct that would have resulted in revocation in this state.

*These statistics for Gov. Code section 1029 disqualifiers and revocations dropped considerably in 2024 as compared to 2023, where 563 allegations were received as a



result of disqualifying convictions, pursuant to Gov. Code section 1029. This is due to the initial transfer of historical conviction records of all peace officers to POST by the DOJ in 2023, pursuant to SB 2. POST has resolved the vast majority of the historical records and is now reviewing and processing more current conviction data. The 2025 data reflect stabilized actions.

PENAL CODE § 13512 MANDATED DATA

Section 13512, subdivision (b)(3) The criteria and process for review and investigation by the division, the number of reviews, and the number of investigations conducted by the division.

	2023	2024	2025
# of Total Cases	15,220	22,136	38,052 ³
# of Total Open Cases	10,026	12,596	7,125 ⁴
# of Cases Under Investigation with POST	5,352	10,080	3,524
# Pending with the Agency for Further Investigation	4,672	2,516	8,954
# of Closed Cases	5,194	4,412	30,927
# of Cases Referred to the Board	2	13	22 ⁵

3 This is cumulative value since POST began accepting allegations of misconduct

4 This is cumulative value since POST began accepting allegations of misconduct

5 This is cumulative value since POST began accepting allegations of misconduct

PENAL CODE § 13512 MANDATED DATA

As of January 1, 2025, POSAD had 12,596 open cases relating to peace officers alleged to have committed 11,706 different serious misconduct allegations. As of November 30, 2025, POSAD had 30,927 cases closed or resulted in no further action by the Commission.

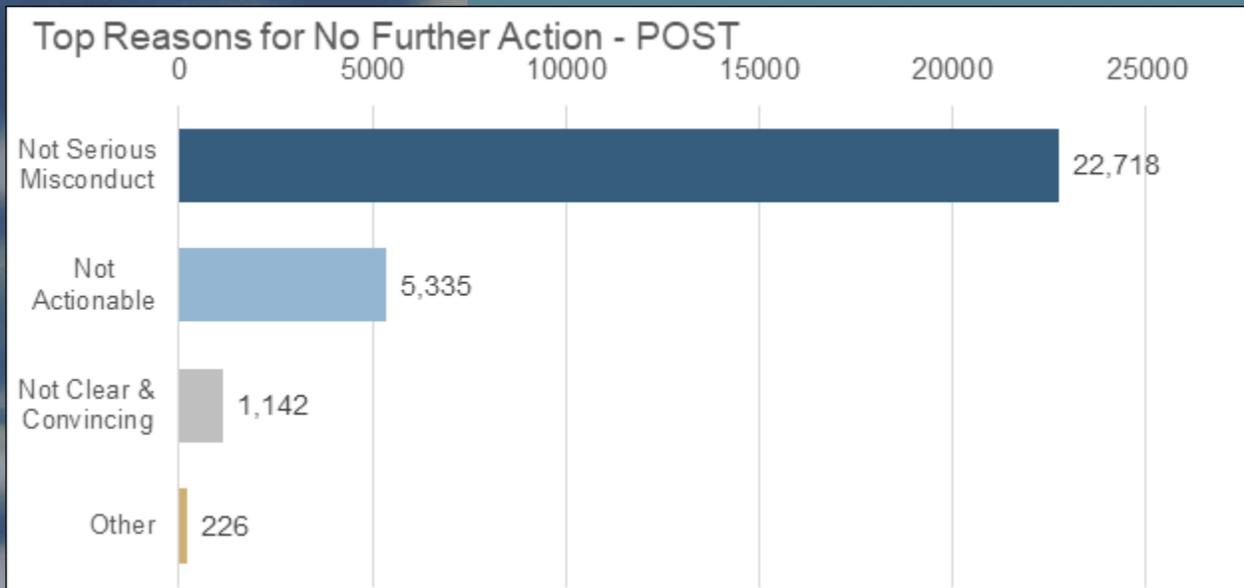
Closure Type	2023	2024	2025
Disqualified ⁶	4	19	25
Ineligible/Revoked - GC § 1029	53	74	116
Issued in Error	15	66	281
No Further Action - POST	7,119	4,747	17,555 ⁷
No Commission Action	0	2	0
Reported in Error	0	1	172
Revoked	55	74	22
Suspension	1	1	1
Voluntary Surrender	55	63	55 ⁸
Consolidated/Duplicate Case	16	115	220

6 Peace officer did not have a valid certification on file with POST; no action.

7 In 2025, POST instituted an abbreviated review process to address the backlog of Priority 3 cases. With most Priority 3 cases now closed, POST has initiated an audit phase to ensure proper caseload analysis and closure.

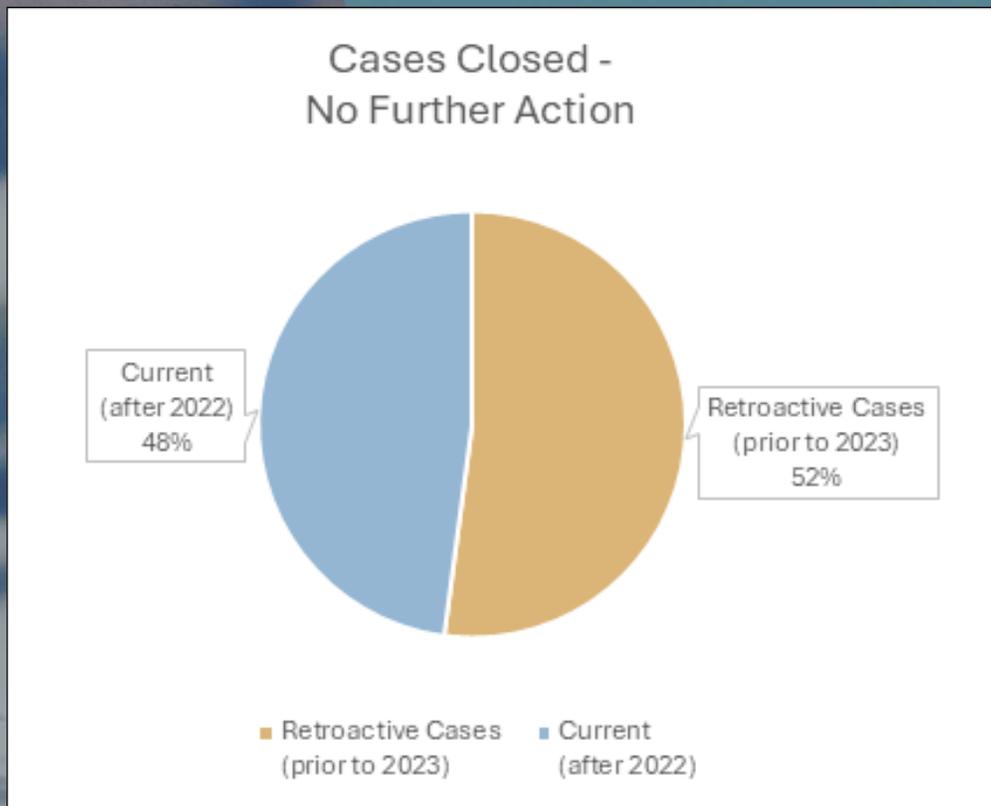
8 The number of certifications voluntarily surrendered and placed on inactive status pursuant to PC section 13512, subdivision (b)(8).

TOP REASONS FOR CASES CLOSED AS NO FURTHER ACTION⁹

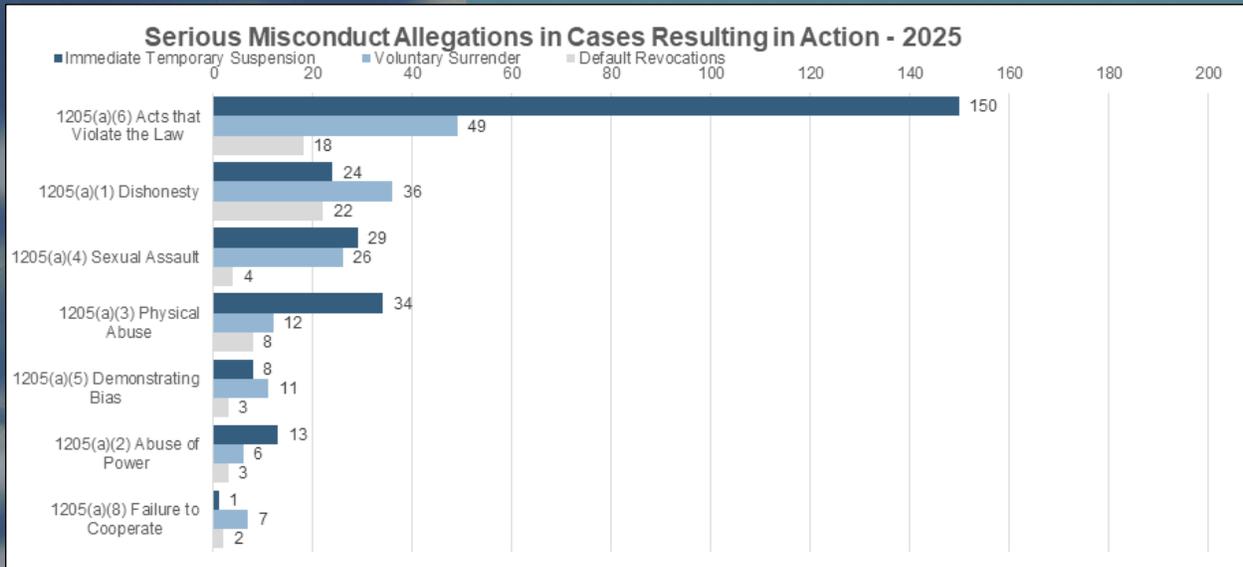


9 No Further Action – POST Closed cases may include non-actionable retro-reported serious misconduct cases pursuant to Penal Code § 13510.8(g), cases where the evidentiary standard of clear and convincing was not met, and cases that did not meet the statutory definition of serious misconduct pursuant to Penal Code § 13510.8(b).

CASES CLOSED AS NO FURTHER ACTION



SERIOUS MISCONDUCT ALLEGATIONS RESULTING IN ACTION



PENAL CODE § 13512 MANDATED DATA

Data Definitions:

Retroactive Non-Actionable Cases: Pursuant to PC section 13510.8, subdivision (g) (1), there are three types of serious misconduct that POST was authorized to pursue as retroactive or “lookback” cases for potential decertification. The act must have occurred between January 1, 2020 through January 1, 2023, where the case involved an act or acts of dishonesty, sexual assault, or the use of deadly force that resulted in death or serious bodily injury. All other types of serious misconduct as outlined in PC section 13510.8, subdivision (b) were reportable, but not actionable by POST. The “Retroactive Non-Actionable” closures involved cases where the misconduct could not be acted on by POST pursuant to PC section 13510.8, subdivision (g)(1).

Not Clear & Convincing (C&C) Evidence: The burden of proof could not be established upon review and case and analysis of case facts.

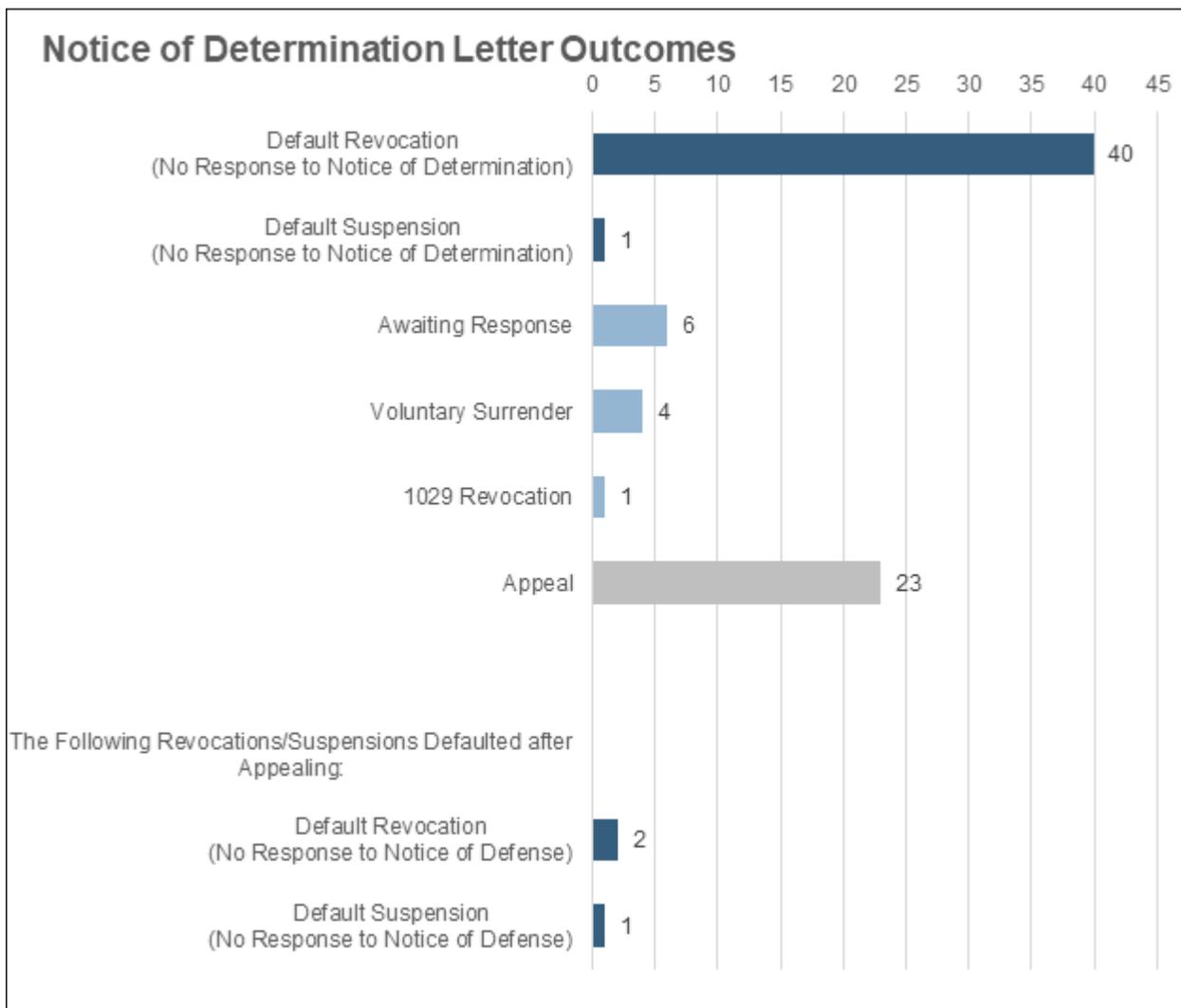
Not Serious Misconduct (SM): The case did not involve acts of serious misconduct as defined in PC section 13510.8.

Not Actionable: Case cannot be acted upon due to lack of statutory authority, e.g., the officer not certified by POST, deceased, etc.

PENAL CODE § 13512 MANDATED DATA

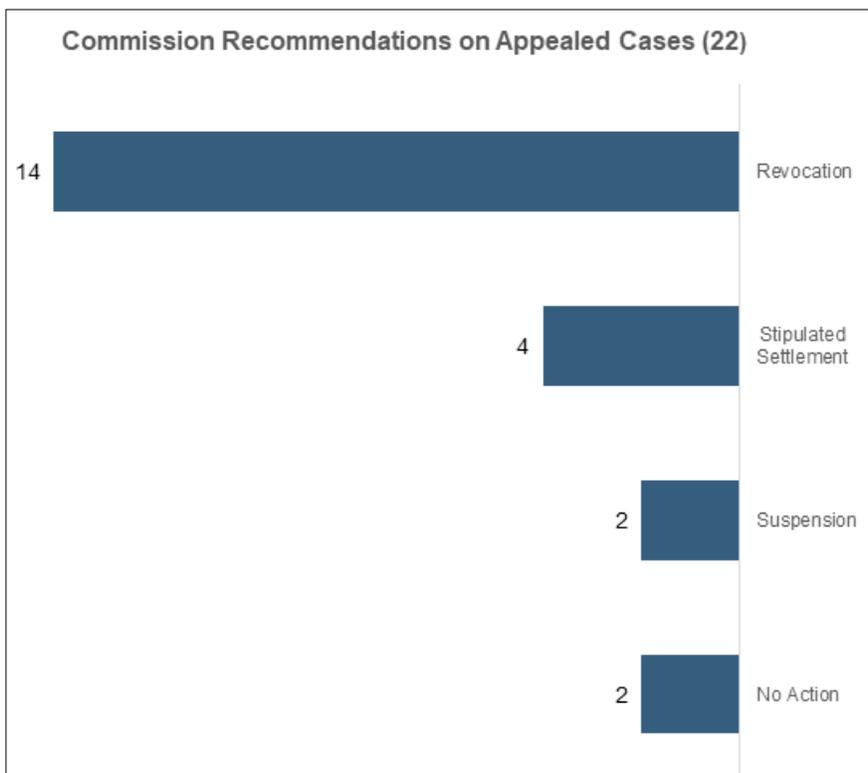
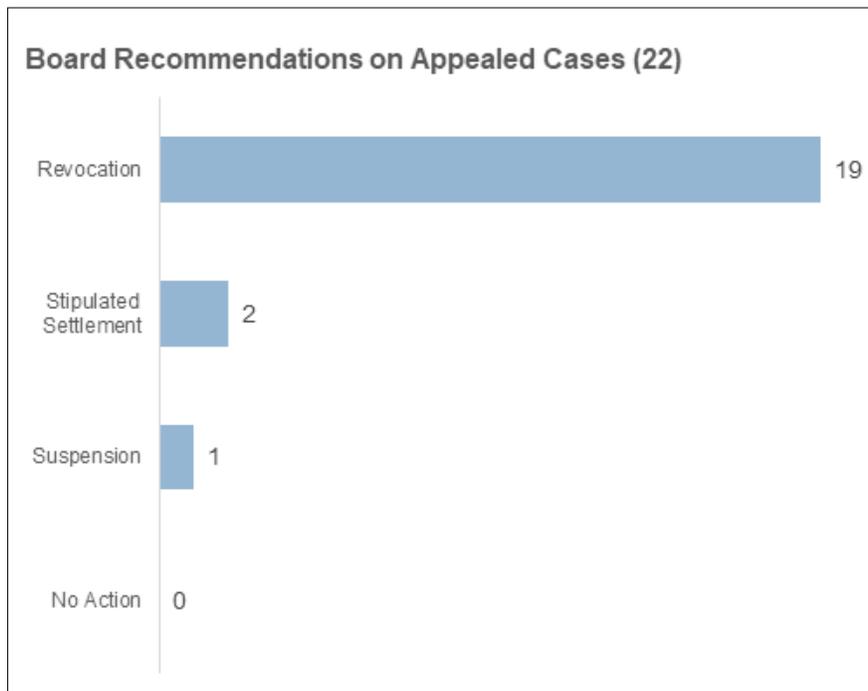
Section 13512, subdivision (b)(4) The number of notices sent by the division pursuant to paragraph (1) of subdivision (a) of section 13510.85, the number of requests for review received, and the number of suspensions or revocations or denials made pursuant to paragraph (2) of subdivision (a) of section 13510.85.

A total of 75 Notices of Intent letters were processed. The outcomes of those letters are outlined in the chart below.



PENAL CODE § 13512 MANDATED DATA

Section 13512, subdivision (b)(5) The number of review hearings held by the Board and Commission and the outcomes of those review hearings.



PENAL CODE § 13512 MANDATED DATA

Section 13512, subdivision (b)(6) The number of administrative hearings held on suspensions or revocations and the number of suspensions or revocations resulting from those hearings.

To date, there are 11 cases pending with DOJ, either pending the filing of an accusation or pending the evidentiary hearing with the OAH. To date, there are four cases scheduled for an administrative hearing in 2026. One case was fully adjudicated in 2025, but this matter involved the cancellation of a peace officer certification due to the peace officer committing fraud/misrepresentation during the background and hiring process.

PENAL CODE § 13512 MANDATED DATA

Section 13512, subdivision (b)(7) Any cases of judicial review of commission actions on suspension or revocation and the result of those cases.

To date, there have been no cases of judicial review of Commission actions.

PENAL CODE § 13512 MANDATED DATA

Section 13512, subdivision (b)(8) The number of certifications voluntarily surrendered and placed on inactive status.

Please see page 28 for this data.

PENAL CODE § 13512 MANDATED DATA

Section 13512, subdivision (b)(9) Any compliance audits or reviews conducted pursuant to this chapter and the results of those audits.

POST has conducted informal audits of case actions. POST anticipates initiating a more formal audit process in the near future. In support of this effort, POST recently established the Compliance, Audit, and Accountability Bureau, whose primary responsibility is to conduct independent audits of agency operations, policies, procedures, and internal control systems to identify potential risks, gaps, and deficiencies. Audits of case processing activities and case closure practices will be a priority focus for the newly established bureau.

BUDGET ACT OF 2023 – REPORTING REQUIREMENTS

In 2023, the Budget Act added an additional reporting requirement to POST of the following items:

- (a) The number of peace officers or decertification cases resulting in the Commission on Peace Officer Standards and Training initiating administrative adjudication proceedings at the Office of Administrative Hearings in 2023-2024 and 2024-25;
- (b) Of the number of cases reported in (a), the number that were resolved prior to an administrative hearing in 2023-24 and 2024-25;
- (c) Of the number of cases reported in (a), the number that had an administrative hearing held in 2023-24 and 2024-25;
- (d) The amount expended for those cases in (a), (b), and (c) in 2023-24 and 2024-25;
- (e) The number of attorney and paralegal hours billed by the Department of Justice in support of peace officer decertification cases in 2023-24 and 2024-25; and
- (f) The amount expended for the Department of Justice costs in support of peace officer decertification cases in 2023-24 and 2024-25.

BUDGET ACT OF 2023 – REPORTING REQUIREMENTS DATA

- (a) The number of peace officers or decertification cases resulting in the Commission on Peace Officer Standards and Training initiating administrative adjudication proceedings at the Office of Administrative Hearings in 2023-2024 and 2024-25;
- (b) Of the number of cases reported in (a), the number that were resolved prior to an administrative hearing in 2023-24 and 2024-25;
- (c) Of the number of cases reported in (a), the number that had an administrative hearing held in 2023-24 and 2024-25;

Action	# of Cases
Commission Action	20
Cases pending with OAG	11
Cases scheduled with OAH	5 ¹⁰
Stipulate Settlements	4
Cases Defaulted	3
Certification Cancelled	1
Voluntary Surrender	1 ¹¹

10 The cases listed as scheduled with OAH are pending a hearing with OAH and are also accounted for in the cases pending with DOJ. However, not all cases pending with DOJ have a hearing scheduled to date.

11 The voluntary surrender listed was an action after the Commission's initial hearing and therefore is included above as opposed to in the stats of officers who voluntarily surrendered their certification prior to a POST finding.

BUDGET ACT OF 2023 – REPORTING REQUIREMENTS DATA

- (d) The amount expended for those cases in (a), (b), and (c) in 2023-24 and 2024-25;
- (e) The number of attorney and paralegal hours billed by the Department of Justice in support of peace officer decertification cases in 2023-24 and 2024-25; and
- (f) The amount expended for the Department of Justice costs in support of peace officer decertification cases in 2023-24 and 2024-25.

OAH Expenses - 2025	
Invoices	\$12,228.00
Transcripts	\$6,060.00

DOJ Expenses									
2024		Audit/Analyst Services							
		Hours	Cost						
	Miscellaneous ¹²	53.75	\$11,605.00						
2025		Audit/Analyst Services		Paralegal Services		Attorney Services		Total Cost	
		Hours	Cost	Hours	Cost	Hours	Cost		
		Miscellaneous ¹³	1	\$202.00	1.25	\$266.25	14	\$3,078.00	\$3,546.25
		Cases	N/A ¹⁴	\$0.00	11	\$2,343.00	595.99	\$134,064.00	\$136,407.00
	Totals	1	\$202.00	12.25	\$2,609.25	609.99	\$137,142.00	\$139,953.25	

12 Miscellaneous costs are charges not directly tied to a specific POST case. These include OAG analyst, auditor, paralegal and attorney services related to meeting preparation, discussions regarding discovery, and other processes.

13 Miscellaneous costs are charges not directly tied to a specific POST case. These include OAG analyst, auditor, paralegal and attorney services related to meeting preparation, discussions regarding discovery, and other processes.

14 There were no charges related to specific cases in 2023 or 2024.

