POST2300204

Dear POSAD,

On December 10th, 2021, I submitted a complaint against David Wesley Hubbard to the Kern County Sheriff's Office for misconduct, after learning of his affair with a civilian employee (V1) and his conflicted involvement in a criminal investigation against another employee (S1). Rumors about Hubbard and his unethical behavior as a supervisor spread for several months within the organization before and after an investigation against him was initiated.

I was the first officer to submit complaints against Hubbard for misconduct. I drafted my first complaint against Hubbard in August of 2021 for his role during my first promotional interview which occurred in July of 2021. During that interview, Hubbard violated my Peace Officer Bill of Rights and created a hostile work environment. Hubbard proctored that interview along with two other newly promoted Lieutenants.

I filed a second complaint against Hubbard on October of 2021, after he again proctored my second promotional interview, purposely ignoring the previous complaint I filed against him in August of 2021, which the Sheriff and the administration were aware.

I was and am an "Above Standard Employee" who was denied promotion for over a year and a half between July of 2021 to December of 2022, costing me money, stress, and the opportunity to promote again. I was eventually promoted in January of 2023, after Hubbard was terminated (supposedly) and another employee was placed on administrative leave for serious misconduct. Now I must wait until January of 2025 to be eligible for promotion once again.

In January of 2023, the Kern County Equal Employment Opportunity Officer investigator, Attorney Karen Kramer, concluded her investigation into my complaints against the Sheriff and several members of his administration including Hubbard. The complaint was sent back to the Sheriff's Office for review and a final decision. The Undersheriff determined that my alleged complaints against several members of his department were found to be SUSTAINED/NOT SUSTAINED, whatever that means! Once again, I was left in the dark with no answers and no resolutions.

This is mostly about Hubbard, but it is also about something bigger than Hubbard. Its about the culture of the Kern County Sheriff's Office. A culture fueled by the Sheriff himself. Retaliation, Discrimination, Nepotism, Cronyism, and Favoritism are all part of the culture that is decades deep. Change is not going to happen when the old guard is still at the top. Institutional Corruption is the norm. The Department of Justice is only present to collect tax-payer money and to mask the real problems.

When Hubbard began to promote, he immediately fit the narrative that the Sheriff continuously seeks, unquestionable blind loyalty. Hubbard quickly became part of the culture. He had a proven trac record. He violated a citizen's civil rights early in his career and coerced a homicide suspect into giving a false confession during a trial. That subject was later acquitted during a re-trial.

You see, this isn't about one mistake that was made. It is about many, many, many mistakes that were made over the course of a short career by a corrupted individual. We all make mistakes and make bad choices, but most of us learn from these issues. Hubbard has never stopped and has continued with his behavior even while working for the Kern County District Attorney's Office, under

his BFF, District Attorney Cynthia Zimmer. I can tell you that the information the P.O.S.T investigator obtained about the relationship between Hubbard and Zimmer are true. There is a serious and questionable close relationship between Hubbard and Zimmer. Question her employees.

In 2022, I believe that Hubbard plotted with department heads to be transferred from the Kern County Sheriff's Office to the Kern County District Attorney's Office. They attempted to rescue his career. Calling him "Dishonest" or categorizing him under the status of "Severe Misconduct" was not part of the plan for the Sheriff's Office. According to one of their Lieutenants, Hubbard was not SB2 worthy. Weird. Hubbard played chess as a Lieutenant and held all the pieces hostage. He deleted evidence, concealed evidence, had secret meetings, manipulated an investigation, influenced others, and was willing to take S1 freedom for his own personal greed. What I fail to understand is how is it that Hubbard was terminated and hired by the same county within a 2–3-day period. It appeared that both departments agreed to make this transfer happen. Hubbard was never punished and escaped the Sheriff's Office untouched for his unethical behavior. He set a precedent. This was a disgusting message sent by Sheriff Youngblood and D.A. Zimmer to all Kern County employees.

During negotiations by both departments for Hubbard's transfer, a pre-employment background investigation was conducted by Lieutenant Veronica Alvarez, who clearly had an issue with her assignment as referenced in the P.O.S.T investigation. Why was she not interviewed? This would have opened additional questions and made others involved subject officers and possibly SB2 issues.

Once Hubbard began working for Zimmer, he began to play chess again and influenced all future hires. He began to recruit members of the Sheriff's Office, even those who investigated him. Does this not raise red flags? There were many moving parts throughout the entire investigation involving Hubbard, V1, and S1. Numerous unrecorded interviews were conducted with V1 by members of the Sheriff's Office. How was this not an issue, especially if the investigation involved allegations of sexual misconduct. V1 should have been recorded at all times. Hubbard manipulated this investigation from the start, tainting it. He made it personal. His judgment was completely clouded while he was on a power trip. He dragged others into this investigation, and they protected him and remain loyal to him.

When Hubbard's P.O.S.T certificate was temporarily suspended in early 2023, Zimmer made alternate assignments for Hubbard. She created civilian positions and found loopholes to keep Hubbard employed. He was given assignments that included designing the new patrol vehicles, teaching, and running the Karpel Program. At one point, he was named Operations Director. He involved himself in everything related to operations conducted by their patrol team. Hubbard even participated in Internal Affairs investigations. Again, actively toying with people's careers. What credibility does he have to investigate others at this point? He is a Brady issue but not for Zimmer or Youngblood who also suffer from clouded judgement. Others in both the Sheriff's Office and D.A.s Office are possible SB2 and Brady issues. Their P.O.S.T certificates should also be evaluated. Hubbard is currently working from home waiting to be re-instated to take the mantle of Chief for the DA investigators.

I can keep typing away, but I would just rather get to the point. POSAD, do the Kern County employees and citizens a favor and revoke Hubbard's P.O.S.T certificate and prevent him from ever

working as a peace officer in California. He needs this license re-instated so that he can take his unethical practices elsewhere. Tijuana PD is hiring at $4.75 an hour and requires no certificate. He will have no issues there. I am available for phone, or an in-person contact to discuss others involved.

Sincerely,

Daniel C. Sanchez