Commission on Peace Officer Standards and Training
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On May 2, 2023, W1 was interviewed in a conference room located at the California Department of Consumer Affairs, Bureau of Automotive Repair, 3331 North Sillect Avenue, Bakersfield, California by Kevin Sherburne and Darryl Elliott, Law Enforcement Consultants at the California Commission on Peace Officer Standards and Training ("POST"). Communications by the parties during the interview were electronically recorded. The recording will serve as the true and accurate record of the statements made by W1. After being advised of the identity of the interviewers and the purpose of the interview, that being to obtain information related to allegations of serious misconduct, W1 provided the following information:

W1 started at the Kern County Sheriff's Office ("KCSO") as a Sheriff's Support Technician ("SST") in November 2020. She worked in the civil litigation unit for about six to seven months until she received a promotion to Professional Standards Unit ("PSU"). She left KCSO in April 2022 to work for Nestle Purina, where she could work remotely. Working remotely was helpful because she serves as a caregiver to a family member. She believed she was in good standing and is still in touch with people at KCSO.

W1 described the physical layout of PSU. The Body Worn Camera ("BWC") unit is on the left. BWC was new when W1 arrived there. BWC had a sergeant's office and cubicles. To the right was the lieutenant's office and cubicles. W1 sat next to James Money. Bess Rutter moved into the cubicle next to W1. Across from W1 was Ray Siebert, Jose, and V1 sat next to Jose. V1 was diagonal to the right of W1, as one looked out from W1's cubicle.

V1 had erected makeshift doors to her cubicle entrance. The doors were there when W1 started. They were made of fake, plywood-type cardboard and were rectangular. They were held together to the cubicle by flex cuffs. They looked like saloon doors. W1 did not know why V1 erected the doors.

V1 was a good, hard worker. She trained W1 on BWC programs. As a person, V1 was intense with her personality and mood swings. Some days, she was in a horrible mood. Other days, she was in a wonderful mood. You could tell right away what kind of day it was going to be. V1 would be easily distracted and burn out. She was "intense" in her personality and mood swings. You could call that drama.

W1 noticed that David Hubbard's and V1's relationship was interesting in the beginning. He was more friendly with her. Not that he wasn't friendly with others, but they had a closer relationship. W1 put it off to the fact that they had worked together before. They kept to themselves more than others did. It caught W1's eye but she was new so she chalked it up to that. After a while, W1 thought the relationship was something else. They would always go to lunch separately from the team and drove together in his work car. They would be gone for lunch.

Everyone else used to pile into a brown truck, head for lunch, and eat together. It was not a normal working relationship. W1 did not see physical touching, although they might have been touching at the computer screen together.

W1 saw Hubbard pick V1 up when she had one of her fainting spells. W1 was still pretty new and had heard V1 had allergy issues, got really winded and out of breath. Still, W1 thought it was odd.

At the time Hubbard was helping V1, W1 was inside her cubicle talking to Ray in his cubicle. Hubbard and V1 were in the PSU common area. W1 thought it odd and Hubbard put V1 down after he made eye contact with W1. At other times, V1 struggled to walk and Hubbard helped V1 walk by putting his arm over her shoulder/waist. Hubbard walked her to the doorway of her cubicle. Hubbard would enter the cubicle and stay maybe five to ten minutes. W1 did not see them make calls to 911 or paramedics.

There was another time when V1 sipped Arizona Green Tea and had some kind of reaction. They used an EPI pen on her and W1 texted her sergeant (who was off duty) and Ray texted Hubbard. The Department of Justice was visiting KCSO and Hubbard sprinted up to PSU from his meeting to check on her. Everyone offered to drive V1 to urgent care, but she refused. Hubbard offered to take her home or something. He did not call an ambulance. V1 remained at work and Hubbard stayed in PSU the remainder of the day.

Watching Hubbard sprint upstairs was weird. He was usually calm in stressful situations, but he had a panicked look on his face that day. It was unique to see, especially for a lieutenant who had been around for some time.

At about Christmas 2021, everything blew up. W1 never saw Hubbard and V1 kiss or hold hands, just saw him carrying her and hugging her. W1 did not hear rumors they were having an affair until later.

W1 noticed flirtatious behavior within a few weeks of being assigned to PSU in August 2021. Within a month or two, W1 knew she wasn't the only one who thought their relationship was odd. V1 told W1 about the affair over the phone.

V1 worked directly for Hubbard. W1 learned that V1 came from another department where Hubbard worked. She had come to PSU because there was a case going on with someone else. V1 was supposed to work for Justin Weidenkopf and Hubbard made sure she worked directly for Hubbard. At the time, W1 thought that was weird. That irritated some people. It irritated Weidenkopf the most because he was over the department and Hubbard came in and started trying to take over. Hubbard had a lack of respect barrier. Hubbard had the attitude that V1 was working for him, not Weidenkopf. Hubbard had the "I'm the lieutenant" attitude. Although V1 did not say she was all about him being lieutenant,

W1 could see that she was. There was a difference in his tone of voice. When talking to W1, Hubbard was more strict, monotone. There was no banter or joking. He was very direct, "I need this done and here's the deadline, thank you." On the other hand, with V1, Hubbard had a very light banter.

Hubbard usually wore slacks and a buttoned shirt, and a uniform on occasion if something was after his normal PSU shift.

Hubbard was very tall, while V1 was very petite. She was maybe 5'5" and he was a much bigger guy. V1 was very young and naïve. You could see the maturity difference between the two of them.

Philip Campos was killed in the line of duty when W1 was in civil litigation. Hubbard never personally spoke about Campos but it was such a dark time. Everyone was affected by his death.