Commission on Peace Officer Standards and Training
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On May 3, 2023, V1 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 V1 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, V1 provided the following information:

At Kern County Sheriff's Office ("KCSO"), PSU handles criminal cases. When they are done, the case moves to Internal Affairs ("IA"). IA's case is on pause until the criminal is over. IA is kind of involved because of situations where the employee is put on administrative leave.

When V1 first raised allegations against S1 she spoke first with a sergeant and then was taken over to IA. She was ordered not to talk about it and was walked into the lieutenant's office. David Hubbard told her she might need to talk to her boyfriend about the matter before receiving the order not to talk about the matter. Justin Weidenkopf was in the room when Hubbard gave her this advice.

Hubbard spoke with her about wearing a wire. She did not want to pursue it and wanted the whole thing to just stop. V1 told them to stop the case. Hubbard told her that she knew how things go.

V1 worked for Hubbard for about four to five years. He was a really good supervisor. He was always willing to give her more work. He was fair if you screwed up. He looked at both sides of the issue and was always nice about telling you if you made mistakes. She called him "LT," "Lieutenant," or "Hubbard."

V1 did not recall telling him or asking him to complain to command staff about the PSU case. V1 has seen interviews of homicide subjects but did not have experience with IA interviews.

V1 asked for the status of the investigation of S1 In November 2021, she asked Hubbard because she had heard what S1 had said in his defense. She knew his interview had come and gone and was trying to see if what she heard was what was said. Rumors were that S1 said V1 had asked for it, V1 had relationships with other people in the section, and that she was crazy and violent.

At first, Hubbard did not want to tell V1 but she wore him down and she laid out what she had heard. Hubbard confirmed what she heard through rumors. Through roundabout means, she asked him yes/no questions and he

answered them. She could also read his facial expressions. Hubbard told her that he could not share the information about what S1 said during his IA investigation because it was confidential. Hubbard and V1 knew each other for a long time. He told her what S1 said approximately a couple of days after S1 interview –it was before Thanksgiving. She could not say if Hubbard was in panic mode. They never talked about what was going to happen next other than to say, if IA looks into this, we will tell them the truth of anything that was asked. There was never a discussion of a plan to get their stories lined up.

In November 2021, V1 relationship with R9 was problematic and she was in the process of moving out. V1 told Hubbard that R9 knew about her affair with Hubbard.

At first, V1 and Hubbard had a regular work relationship. They were close and worked in detectives for a long time. In PSU, people did not know they were having an affair. They started kissing and holding hands in November 2021. This was after her training conference trip to Florida. When she was there, they talked by phone and said they had feelings for each other. After Philip Campos' death, Hubbard and V1 grew closer together. It affected her differently than it affected him. She was struggling with how to let go. She was not aware if Hubbard was having marital problems.

Hubbard's wife told V1 that she could not watch V1 children anymore because she was going to start working for her family business. V1 did not know if Hubbard's wife ultimately started working for the family business.

Lunch in PSU was something where everyone gathered around every day. V1 was in charge of training body worn camera ("BWC") and dispatch. There was one day where V1 and Hubbard went over to dispatch and they went out for coffee.

Hubbard assumed supervision of V1 from Weidenkopf because there really was not a position to put her in. Weidenkopf was her sergeant and there was not a lot of definition in the work she was getting. She thought it was busy work. Time passed and she got more busy work and Hubbard said he needed help. Hubbard needed more help than Weidenkopf because the BWC unit was being built. She was confused because she got mixed signals and direction and the tasks did not mesh. Hubbard came to her and told her he was her supervisor. He figured it was because she was not in a real job and was in-between.

Ken Russell, the deputy district attorney, met with Hubbard. Hubbard came to V1 and said that Russell wanted to meet with her. She did not want to go. She asked Hubbard to go with her. Eventually, he said yes. She asked him, "Do I have to go by myself? Can you go with me?" V1 did not know in

what capacity Hubbard went – either as the PSU lieutenant or as her personal representative.

When it came time for V1 to be interviewed by IA, they contacted her and asked for an interview. She had severe anxiety and did not want to go by herself. She did not want a stranger as her representative. She told Hubbard that she was anxious. Hubbard said you can have an advocate or you can take anyone. She asked him to go with her. At the time, Hubbard was the lieutenant in charge of PSU. In advance of the interview (she did not recall how many days in advance), she started not sleeping well. She asked Hubbard if he could talk to Perez beforehand because she was anxious. She, Hubbard, and Perez met. She felt better after the meeting after Perez reassured her she was doing the right thing. Perez is a very strong interviewer and she saw him interview subjects where it gets intense.

During her IA interview, Hubbard sat on her left. He did not let her know about potential questions during the interview that she remembers. He did not provide coaching, just said to tell the truth. Hubbard patted V1 back at one point because she was emotional and he said, “it’s ok.”

V1 looked up to Hubbard. If she came to him with a problem, he listened. V1 would cry to him about things and he’d listen and give advice. He has a strong work ethic – the same as hers. She felt appreciated for doing a good job. Rank does not matter to V1 she judges people by their character. Hubbard treated other females kindly and fairly, but she and Hubbard had a rapport. Other females had never worked for him in the past like she did.

She never felt like she was being groomed because she was vulnerable. R9 was not there emotionally for her, especially at the time she had anxiety around the IA interview of S1 Hubbard filled and voiced emotional support for her. V1 used Hubbard a little bit as someone to talk to.

Hubbard picked her up and carried her a couple of times. She has a heart condition, where her blood pressure drops and she gets dizzy and blacks out. She is aware when she is about to faint and needs to sit down. V1 knows when it will happen and what she needs to do to fix it. All the guys she worked with know how to deal with it. EMTs came a couple of times for allergies, not for her fainting. This was a couple of times in 2021 once in February and again later in the year.

W1 and she were buddies. They’d pick on each other and team up against others.

R2 husband, John, is friends with Hubbard. R2 likely hates V1 because of the affair.

Bess Rutter and [redacted] were cool together, though Rutter likely does not like [redacted] now.