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

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Rutter was assigned to Internal Affairs ("IA") in 2021 and brought over to Professional Standards Unit ("PSU") in October 2021.

Rutter described the layout of PSU as an open room with desks in cubicles. Three cubicles on each side of the room. Rutter was on the north side toward the west. V1 was directly across from Rutter on the south and west sides. The opening of their cubicles was more or less aligned. V1 desk faced the wall and Rutter's desk faced the window, so they had their backs to each other. They could see each other's computer monitors if they turned around.

While at IA, they were in a different building on the Kern County Sheriff's Office ("KCSO") campus. When Rutter moved to PSU, V1 cubicle already had doors on it. Rutter understood that V1 wanted privacy and they were working with a group of guys and sometimes did not want to deal with them. They were all told doors were a fire hazard and no fake doors were allowed. V1 was a jokester. V1 mostly kept the doors open when Hubbard was there. When they were having discussions, Rutter thought something was not right. It was not a good look to have someone in your cubicle with you and you're whispering like Hubbard and V1 did. They were all in one unit and if something needed to be discussed, there should not have been secrets. Rutter could not overhear discussions in the cubicle. Siebert was in the cubicle right next to hers.

V1 was Hubbard's secretary and he was the lieutenant. He was professional. It was a relaxed atmosphere. Their relationship might have crossed a line. It seemed a little closer than Rutter would have been with her partners and Hubbard was V1 supervisor. But, Rutter was new to the unit and did not want to say anything.

As a woman, Rutter saw red flags about Hubbard's and V1 relationship. V1 was a very flirtatious individual. She is very outgoing and Rutter put it all together after the fact.

V1 drank some tea and had an allergic reaction and almost fainted. Hubbard may have picked her up. Rutter did not see that.

Rutter asked Justin Weidenkopf a few months into working at PSU what the reason was for V1 to work for Hubbard. It was odd because V1 should have reported to a sergeant, not directly to a lieutenant. Weidenkopf did not answer directly, and replied only that was just how Hubbard decided to do it.

Hubbard did not have personal animosity toward S1 When Rutter was in IA, S1 was a subject officer and Hubbard was in detectives at the time. Hubbard was S1 supervisor at the time of S1 IA incident.

Rutter did not know if Hubbard and V1 were holding hands or kissing.

There were rumors that Hubbard was trying to get involved in the criminal investigation of S1 People were upset and wondered why he was trying to do that. During Rutter's time in PSU, it was before Hubbard left the unit at the end of 2021. Rutter heard he was inserting himself by speaking with the District Attorney. It seemed later on that she heard that rumor after Hubbard had left. Rutter did not know if Hubbard inserted himself into the IA investigation of S1

In November 2021, Rutter was in the office over the weekend of November 21-22. She recalled the office light or desk lamp was on in Hubbard's office. At about that time, Rutter was suspicious that Hubbard and V1 were having an affair or something was going on. She wanted to get out of the office as fast as possible because she had suspicions. She did not see Hubbard's car. She thought his light on was odd. She knew Hubbard was watch commander that weekend. Based on her suspicions, she asked around if Hubbard was in his office. She wanted confirmation of her suspicions.

Hubbard was a good supervisor. Smart guy. He guided you, didn't tell you what to do. Rutter learned a lot from him in IA and he recommended her to come over to work for him in PSU. She would not feel comfortable talking to him behind closed doors.

Hubbard treated V1 differently than others he supervised, including support staff. Rutter did not see Hubbard abuse his power. From outside looking in, V1 appeared to cross the line in joking with Hubbard. V1 treated Hubbard more like a peer than her supervisor. Hubbard did not reciprocate. He didn't really respond to her but every now and then he did. He was not as outlandish as she was. V1 was more flirtatious than he was. She was more flirtatious with Hubbard than anyone else. It was more words. She did not dress provocatively but would talk close to his face. She was like that with everyone. Within a group, everyone engaged in innuendo and Rutter can't say V1 did that more than others. V1 did aim innuendo at Hubbard to see his reaction.

Hubbard treatly everyone the same if they came in late for work. Rutter had to make up work on the back end of her shift. It was common for V1 to be late for work.