Kern County Sheriff's Office
Disciplinary Review Board

Subject Employee: Lieutenant David Hubbard	**Review Date:** 4/26/2022	**Case Number:** DIIA2021-0036
Bureau: Office of the Undersheriff		**CAD ID:** 201784
Reviewers: Chief Larry McCurtain, Chief Adam Plugge, Commander Cindy Cisneros		

Sustained allegations:
CSR 1705.03 Conduct unbecoming an employee in the public service.
CSR 1705.04 Disorderly immoral conduct.
CSR 1705.09 Neglect of duty.
CSR 1705.11 Violation of lawful or reasonable regulation or order.
DPPM B-200 Duties of Personnel- Deputy Sheriffs.
DPPM B-300 Duties of Command Officer and Supervisors.
DPPM B-310 Sheriff's Office Watch Commander.
DPPM C-100 Rules of Conduct- Law Enforcement Personnel.

Proposed discipline:
Termination

Kern County Sheriff's Office
Disciplinary Review Considerations

Subject Employee:	Date of Review:	Case Number:
Lieutenant David Hubbard	4/26/2022	DIIA2021-0036

Division Commander will complete and sign during Pre-investigation if recommending a Written Reprimand or PDSA.
Bureau Chief or Division Commander will complete if Written Reprimand is authorized at First Review.
Disciplinary Review Board will complete during disciplinary hearing.

Seriousness of the offense: The seriousness of the offenses undermined the trust and leadership placed in a Lieutenant that the community, administration, and our staff expect, as well as abusing the authority entrusted to management personnel of the Sheriff's Office.

Impact or potential impact on the department: The impact on the Sheriff's Office is a complete display of behavior that is unacceptable on the part of any employee, let alone ranking staff. The example that was set by these actions creates an atmosphere of distrust in Sheriff's Office leadership from members of the department and places the Sheriff's Office and the County of Kern at risk of liability.

Impact on department members: The behavior creates a lack of trust within the Sheriff's Office. As the ranking on-duty member of the Sheriff's Office, the behavior prevented the employee from fulfilling his duties as the Watch Lieutenant.

Impact on the public: The impact on the public is a lack of trust and expectation to be available to respond to and manage emergencies and critical incidents. The public expects law enforcement officers to carry themselves with the utmost moral character and actions such as these negatively impact the public's perception and trust in law enforcement.

Employee's work history:
Last five EPRs Above Standard
2020 EPR Outstanding
Several commendations and letters of appreciation

Employee's acceptance of responsibility: The employee accepted responsibility for his actions, however, minimized the gravity of how he obtained and released confidential information, as well as the consequences his actions could have on the Sheriff's Office.

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Employee's prior disciplinary history: No discipline in last five years

Approved

Signature:  **Print:** LARRY MCCURTAIN	**Signature:**  **Print:** ADAM W. PLUGGE
Signature:  **Print:** CINDY CISNEROS	**Signature:** **Print:**