Commission on Peace Officer Standards and Training
860 Stillwater Road
West Sacramento, CA 95605-1603
www.post.ca.gov

On May 1, 2023, John Carpenter 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 Carpenter. 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, Carpenter provided the following information:

At the time of Hubbard's Internal Affairs ("IA") investigation, Carpenter was the lieutenant of the Human Resources ("HR") section, which was the result of a previous reorganization of the IA section. Carpenter supervised the Hubbard IA case. If there was a ranking member of the Kern County Sheriff's Office ("KCSO"), they tried to put the highest ranking member of IA on the case. During the reorganization, Carpenter gained responsibilities and added a Commander of Personnel. KCSO does not have the rank of captain. Carpenter reports to a chief deputy.

At the time, Danny Perez reported to Carpenter. Weidenkopf was assigned to Professional Standards Unit ("PSU") and is a sergeant. PSU conducts criminal investigations.

At the time of the S1 investigation, Carpenter was a lieutenant in detectives and had not yet transferred to IA. Hubbard was the lieutenant of IA at the time the S1 allegations surfaced. The criminal portion of the case was handled by PSU and Weidenkopf was the sergeant. Weidenkopf reported to Lieutenant Juan Trevino, who promoted to Personnel Division Commander. Erik Levig might have been a commander. He's now a chief deputy. IA reported to Damian Nord.

At KCSO, the rank structure goes like this. The Sheriff, Undersheriff, four bureau chiefs (each run by chief deputies). Within each bureau is a division, which is run by a commander. Within a division is a section, which is run by a lieutenant. Sections have units, which are run by sergeants.

Hubbard is a very smart guy and spent a lot of time in detectives. Carpenter did not know about his friendships or whether he or Nord hung out with anyone after work. Hubbard and Levig were close. When Philip Campos was killed, Hubbard was interviewed and Levig served as Hubbard's personal representative during the officer involved shooting investigation. At the time of Hubbard's interview, Levig supervised Hubbard.

Shown a document outlining work assignment histories of Hubbard and [redacted], Carpenter stated that the document showed that Hubbard was in IA from March 13, 2021 to May 8, 2021 and PSU from May 8, 2021 to December 4, 2021. The document showed that [redacted] was in the complaint unit from August 19, 2017 to June 28, 2021 and TDY to PSU from May 20, 2021 to December 11, 2021.

KCSO saw something in Hubbard that he would promote and transferred him from IA to PSU. They wanted him to develop an additional facet of his skill set because he had a lot of criminal experience, but not much administrative experience, so they moved him to IA for career development. Carpenter did not know the ultimate reason for the decision to move Hubbard to PSU, but maybe they felt that someone with more investigative experience like Hubbard would be a good fit. Plus, KCSO was under a stipulated judgment and PSU had oversight of some of the components of that judgment. Carpenter did not think that Hubbard's move had to do with the [redacted] investigation. By that time, the case had been sent to the District Attorney.

When the [redacted] criminal case first started, Hubbard went to Nord and some others, but Carpenter did not know exactly to whom he went. IA doesn't really care about the criminal case progress. Hubbard talked about investigative updates, but Carpenter has never once requested an investigative update in his time in IA. IA has a one year timeframe to complete an investigation.

People saw that Hubbard and [redacted] were very close. Hubbard was likely motivated to intervene in the [redacted] criminal case because of their relationship. They may not have been romantic at the time the [redacted] criminal case started, but Hubbard took the sexual assault personally because it occurred under his watch when he was lieutenant of detectives. Hubbard's relationship with [redacted] was a little too close. Carpenter was caught by surprise when he learned they had a romantic relationship. Hubbard was protecting [redacted] in a lot of ways. He was not doing her any good. The level of comfort was so close that she was not developing professionally by only working for him. This was especially evident when he moved her from detectives to PSU. She was comfortable with his style of leadership.

Carpenter only spoke with Hubbard's wife on one occasion. Hubbard had said his wife was a little suspicious but did not provide a timeframe. Hubbard's wife was a stay-at-home wife. She must have had some trust issues for him to give his passcode to his work phone to her. His wife had become suspicious of his relationship with [redacted] and was trying to sever ties with [redacted], so stopped babysitting.

Carpenter did not know [redacted]s highest level of education. At least high school, he surmised. Hubbard had a bachelor's degree. The dress code in the office was casual.

Shown a copy of the Kern County ordinance on conflict of interest, Carpenter stated that county policy applied to KCSO. Generally, in IA cases, KCSO did not use county policies. Most often, KCSO relied on department policies and civil service rules. Carpenter just wrote a conflict of interest policy. It's in draft form and he is willing to share it once it's been officially signed into place. Employees have to sign and acknowledge some policies every rating period, but Carpenter did not know if a conflict of interest policy is one of those required acknowledgments.

Had the draft policy been in place in 2021, it would not have addressed situations when Hubbard would have had to disclose his relationship with V1 KCSO may not have a policy on the release of confidential information that is otherwise prohibited by California Penal Code Section 832.7. There was never a charge that focused on that allegation. The fact pattern fell within the KCSO policy covering conduct unbecoming an officer. The question was whether Hubbard took advantage. The Disciplinary Review Board ("DRB") raised the issue whether Hubbard had been grooming V1 in a manipulative way. As an observation, it really appears that it looks like she could have been groomed then taken advantage of. V1 still works for KCSO. She left KCSO then returned while her IA case was pending. When she transferred back to KCSO, KCSO completed the IA case, made findings of policy violations, and gave her a written reprimand. V1 did not sue KCSO for sexual harassment or claim sexual harassment. She is currently a Sheriff's Aide at the jail.

Hubbard took advantage of his relationship with Perez. Had Carpenter found out earlier what Hubbard was doing, he would have stopped Perez.

Hubbard did not insert himself into other criminal investigations while he was lieutenant of IA. Hubbard did not insert himself in other cases even if there was no IA.

V1 had medical issues that included fainting episodes. Carpenter did not know if Hubbard picked her up and carried her to his office.

PSU reported to the Undersheriff directly, so he would have facilitated the investigation of the release of information. The IA of Hubbard had progressed to such a point that it may not have made sense to add that allegation to the IA. Doug Jauch was the Undersheriff. Jauch and Hubbard had a professional relationship. It wasn't like Jauch did not open the IA on the release of information allegation to protect Hubbard. Jauch was one of the First Reviewers of the IA report. It takes two First Reviewers to make a finding and Jauch was one of them.

Carpenter did not know who told Hubbard that V1 did not want to wear a wire. PSU has two senior deputies to do investigative work for Weidenkopf.

Approval of overtime is at the discretion of the supervisor who should be keeping track of the overtime budget. Hubbard allowed people to flex their time.

With [redacted], her tardiness in showing up to work was common and it bothered Weidenkopf.