Commission on Peace Officer Standards and Training
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On May 16, 2023, Damian Nord was interviewed in a conference room located at the Paso Robles Police Department, 900 Park Street, Paso Robles, California by Kevin Sherburne and Nathan Weissich, 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 Nord. 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, Nord provided the following information:

Nord served as chief deputy at Kern County Sheriff's Office ("KCSO") and oversaw detectives, Internal Affairs ("IA"), and special operations in the timeframe between February 2021 and December 2021. Doug Jauch was the Undersheriff who oversaw Professional Standards Unit ("PSU"). Toward the end of Nord's time at KCSO, he was in charge of detentions. This was in November to December 2021.

David Hubbard was either a lieutenant or sergeant in IA at the time. Trevino was the lieutenant in charge of PSU. Justin Weidenkopf was a sergeant in detectives and he later transferred to PSU.

There was interplay between IA and PSU. PSU was created specifically to investigate misconduct by sworn officers and staff. If a complaint came into IA that had to do with criminal acts by an officer, it was immediately discussed with PSU. PSU then met with the Undersheriff and they'd decide which route was appropriate – whether it would go to IA or PSU. In [redacted] S1 case, Nord learned of the allegations in his role as chief of IA, then he informed PSU and the Undersheriff of the allegations. The decision was to give the case to PSU. IA just had a file at the time; IA was not investigating it. Eventually, the case will come to IA for investigation and review, but the criminal investigation was PSU.

A day or two after the allegations came in, Hubbard came to Nord and said that PSU was not exhausting all of its resources in doing an investigation and PSU was just giving up. Hubbard said that the victim had offered to wear a wire and make a pretext call and PSU was telling her they were done, and the case was going back to IA. Nord went to the Undersheriff and said he did not know what was happening, but this is what he was hearing. Nord wanted to find out more and find out if the information was accurate. Nord asked Hubbard why the victim was talking to him. Hubbard explained that they had formed a relationship (not a personal relationship) when he was sergeant of detectives, and she was an aide and felt comfortable talking to him because of the nature of the allegation. Nord told Jauch and PSU and asked if they could use him because she's comfortable with him. Nord did not believe he'd characterize it as Hubbard said PSU's investigation was sub-par quality. Hubbard was not happy with the

way it was going. Nord thought he may be getting more information. There is always two sides to the story. The thought was that they did not know what she was telling PSU – that maybe she told Hubbard one thing and PSU another. Nord did not know if she was playing both sides against the middle. It appeared she was not as forthcoming with PSU as she was with Hubbard. PSU told Nord that she was not being cooperative. Nord has seen victims feel more comfortable with certain people.

Nord did not know if V1 asked Hubbard to step in or he took it upon himself. Nord did not ask. Nord simply heard the complaint and took it at face value. There was no discussion that Hubbard was a witness because of his status as lieutenant of detectives at the time of the assault against V1. Nord would never have allowed Hubbard's involvement in the case if he were a witness.

V1 told Hubbard she did not believe PSU was doing everything that she was willing to do. It was portrayed to Nord that she felt PSU was not doing everything.

After hearing the information from Hubbard, Nord met with Jauch and Trevino. Jauch was the one to make the decision to move forward. Both Nord and Trevino reported to Jauch. Hubbard was not present at the meeting. There was a total of three to four meetings. They were held in Jauch's office or Nord's office. The result was that they would move forward with V1 wearing a wire. Nord told Hubbard that PSU was going to continue the investigation. Nord did not know how the results of the meetings were expressed to Weidenkopf.

Nord did not recall ordering Hubbard not to get updates from PSU. Nord did not know of any orders to Weidenkopf or Trevino not to provide updates to Hubbard. Nord did not recall any updates being given or feedback that Hubbard was getting updates when he should not have been getting them.

PSU closed its case and sent the case to the District Attorney for review.

Nord did not have oversight of PSU. Nord can speak to the role of lieutenants. The lieutenant in charge of PSU had a limited role in dealing with the District Attorney where cases were sent for charging decisions; the sergeant generally was the one who worked on the case. Where there were issues with a case or a high-profile case, the lieutenant would get involved.

Hubbard and V1 had a purely professional relationship in the April to May 2021 timeframe. Nord was not aware that Hubbard's wife babysat V1 children. Nord did not know if Hubbard's wife was suspicious of him having an affair with V1 Nord did not know if Hubbard's wife had his passcode to his work phone.

Hubbard was a shooting star. He was the lieutenant of PSU and had "made it." After being lieutenant of PSU, you were going to be the next commander. He was regarded as a family man.

Nord was aware of the transfer of V1 to PSU. Nord did not know that V1 duties and reporting were split between Hubbard and Weidenkopf.

Nord did not know about any discussions that Hubbard and V1 had about the S1 IA investigation.

Nord was aware that Hubbard had provided input on the S1 IA investigation's interview questions. It was not uncommon at the time because there were so many new people as IA investigators for them to reach out to respected people for help. They round-tabled issues and talked about them. The S1 IA was one of Perez' first admin cases; Perez had experience in homicide investigations.

Nord did not recall that Hubbard had been V1 personal representative during her interview at the time that he was providing input to Perez on S1 interview. Hubbard would have had a conflict of interest problem to be V1 personal representative and then give her information about the S1 interview. It's like having a lawyer have the questions asked of your client. Perception is huge. The pure thought of it occurring, people will think it did happen and that it was orchestrated.

Nord heard of the Hubbard V1 affair when he had gotten to Paso Robles. He had not heard of it while he was at KCSO. Hubbard applied for job with District Attorney's Office in June 2022. Hubbard texted Nord to ask if he would serve as a reference to Hubbard's application to the District Attorney's Office. Nord said yes. The background investigator did not ask Nord about Hubbard's relationship with V1. Nord was mad but he felt like he was a mentor to Hubbard and he felt betrayed, especially while Hubbard was under Nord's command. It was a slap in the face to find out all these things were occurring.

Philip Campos was killed in a firefight. Hubbard was there, too. Campos' death may have clouded Hubbard's judgment, but Nord cannot say for certain. It affected everyone. EAP was offered to everyone at the scene. Nord has seen five line-of-duty deaths. Campos' death was the worst.

Nord did not know what specifically a person could or could not do with respect to actual conflict of interest. It's a Monday morning quarterback situation where conflict of interest could be perceived as a romantic relationship. As chief deputy at the time in charge of IA, however, V1 was the victim and wanted to talk to someone with whom she felt comfortable. It's not the normal process for a victim or witness to have someone in there with them. But because of the allegation being sexual assault, he wanted to make her comfortable. It should not have occurred that Hubbard was providing input to Perez. Nord did not recall Hubbard telling V1 what S1 said during his IA interview.

Hubbard's complaints about the PSU investigation centered around Hubbard feeling that S1 and Weidenkopf were friends. Everyone trusted Weidenkopf to do his job, but the issue was raised. Nord did not recall the issue being raised that

Hubbard complained about the investigative strategy of interviewing all detectives in the **S1** criminal case by PSU because Hubbard did not want his leadership to be questioned in light of the fact that he was lieutenant of detectives at the time of the sexual assault. Maybe it was brought up, but it was not a big point of concern.