



SEMINOLE COUNTY SHERIFF'S OFFICE

Professional Standards Division

Administrative Investigation

DATE: March 4, 2014

SUBJECTS: Sergeant Valencia LaRue
Deputy Sheriff Joseph Fetchick

COMPLAINANT: Sheriff Donald F. Eslinger

CASE NUMBER: PC-13-0040

ALLEGED VIOLATIONS

On December 6, 2013, Sheriff Donald F. Eslinger authorized and directed an administrative investigation related to allegations of misconduct on the part of Sergeant Valencia LaRue and Deputy Sheriff Joseph Fetchick. The specific alleged violations are as follows:

Sergeant Valencia LaRue

- Count 1: General Order #1, XII.A. Conduct Unbecoming, to wit: employees shall conduct themselves at all times, both on and off duty, in such a manner as to reflect favorably on the Sheriff's Office. Unbecoming conduct shall include that which violates the values and organizational philosophy of the Sheriff's Office, canons of ethics or written directives, that which brings the agency into disrepute or reflects discredit upon the individual as an employee, and that which impairs the operation or efficiency of the Sheriff's Office.
- Count 2: General Order #1, XI.C.2. Duty Assignments, to wit: employees shall not be absent from duty, post or assignment without authorization.
- Count 3: General Order #1, XIV. Conduct Toward Supervisors, Subordinates and Peers, to wit: employees shall treat their superiors, subordinates and peers with respect. They shall be courteous and civil at all times in their relationships with one another.
- Count 4: General Order #1, II. Scope, to wit: all employees shall abide by the Sheriff's Office canon of law enforcement ethics, its values, and its oath of

integrity and ethics, and will fulfill the agency's objectives and organizational philosophy. Employees shall maintain sufficient competence to properly perform their duties and assume the responsibilities of their positions. They will not engage in any conduct that constitutes neglect of duty, conduct unbecoming, or any act likely to adversely affect the discipline, good order, or reputation of the Sheriff's Office.

- Count 5: General Order #31, X.M.2.c. PowerDETAILS - Prohibited Actions, to wit: signing up for details for another Deputy Sheriff and/or allowing another Deputy Sheriff to sign up for details on your behalf.
- Count 6: General Order #1, XII.C.2. False Statements and Reports, to wit: employees are required to fully, truthfully and directly answer all questions or render relevant material in Sheriff's Office Supervisory Inquiries and Administrative Investigations.

Deputy Sheriff Joseph Fetchick

- Count 1: General Order #1, XII.A. Conduct Unbecoming, to wit: employees shall conduct themselves at all times, both on and off duty, in such a manner as to reflect favorably on the Sheriff's Office. Unbecoming conduct shall include that which violates the values and organizational philosophy of the Sheriff's Office, canons of ethics or written directives, that which brings the agency into disrepute or reflects discredit upon the individual as an employee, and that which impairs the operation or efficiency of the Sheriff's Office.
- Count 2: General Order #1, XI.C.2. Duty Assignments, to wit: employees shall not be absent from duty, post or assignment without authorization.
- Count 3: General Order #1, XIV. Conduct Toward Supervisors, Subordinates and Peers, to wit: employees shall treat their superiors, subordinates and peers with respect. They shall be courteous and civil at all times in their relationships with one another.
- Count 4: General Order #1, II. Scope, to wit: all employees shall abide by the Sheriff's Office canon of law enforcement ethics, its values, and its oath of integrity and ethics, and will fulfill the agency's objectives and organizational philosophy. Employees shall maintain sufficient competence to properly perform their duties and assume the responsibilities of their positions. They will not engage in any conduct that constitutes neglect of duty, conduct unbecoming, or any act likely to adversely affect the discipline, good order, or reputation of the Sheriff's Office.

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- Count 5: General Order #31, X.M.2.c. PowerDETAILS - Prohibited Actions, to wit: signing up for details for another Deputy Sheriff and/or allowing another Deputy Sheriff to sign up for details on your behalf.
- Count 6: General Order #1, XII.C.2. False Statements and Reports, to wit: employees are required to fully, truthfully and directly answer all questions or render relevant material in Sheriff's Office Supervisory Inquiries and Administrative Investigations.

DETAILS

On October 31, 2013, Grace Spellen filed a complaint against Deputy Sheriff Joseph Fetchick alleging he was using Sheriff's Office personnel to intervene in his personal affairs. (Section III) **NOTE: Spellen is the grandmother of Joseph Fetchick's wife, [REDACTED] Fetchick.** The complaint was informally resolved by, Joseph Fetchick's immediate supervisor, Sergeant Neal Fowler and as such no formal investigation was initiated. During the course of Fowler's informal investigation he learned from [REDACTED] Fetchick that Joseph Fetchick was possibly having an extramarital affair with Sergeant Valencia LaRue. Fowler also learned that LaRue was possibly sending [REDACTED] Fetchick text messages which she [REDACTED] Fetchick] believed were "threatening." Joseph Fetchick was counseled by Fowler and directed not to involve Sheriff's Office personnel in his personal affairs and to contact the Communications Center should he need law enforcement services. LaRue was counseled by her supervisor, Lieutenant Jim Smithey, and told not to send [REDACTED] Fetchick text messages. **NOTE: LaRue indicated to Smithey that [REDACTED] Fetchick was sending her messages and she denied sending messages to her.**

On November 27, 2013, [REDACTED] Fetchick reported to Professional Standards Division personnel that during a child exchange with Joseph Fetchick, an on-duty deputy, later identified as Deputy Sheriff Diane Goglas, had embarrassed her by telling her that she needed to get along with Joseph Fetchick. (Investigative Notes) [REDACTED] Fetchick said, as a result of the encounter, her attorney was requesting that all subsequent child exchanges occur in the presence of a Sheriff's Office supervisor. Lieutenant Barry Smith resolved the complaint by suggesting the exchange of the children take place in the parking lot of the Sheriff's Administration building since it would be video recorded, and [REDACTED] Fetchick agreed.

On December 4, 2013, [REDACTED] Fetchick filed a complaint against LaRue and Joseph Fetchick alleging that LaRue gave [REDACTED] Fetchick's cellular telephone number to her [LaRue's] sister "Red" who was now sending "harassing messages" to her. (Section IV) She also alleged that Joseph Fetchick provided LaRue her height, weight, date of birth and "encouraged her to file an injunction against me." Mrs. Fetchick also wrote, "The two officers have been having an affair since February and their relationship is toxic to myself and three children." She also indicated, that "Sgt. LaRue has encouraged Joseph Fetchick to be very nasty towards me, which is why were are at this point now." [REDACTED] Fetchick also indicated that as a result of the "harassment" she is afraid to meet with Joseph Fetchick to do a child exchange. [REDACTED] Fetchick consented to a forensic examination of her cellular telephone to retrieve the messages contained in the Messages application from Joseph Fetchick, LaRue, and "Red." Investigator Tara Bosco of the Digital Forensics Unit conducted the examination of [REDACTED] Fetchick's cellular telephone and provided a report to the

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Professional Standards Division. ██████ Fetchick also told Professional Standards Division personnel she had messages on her iPad that contained possible evidence of misconduct on the part of LaRue and Joseph Fetchick. ██████ Fetchick agreed to return the following day with her iPad.

A review of the messages contained in ██████ Fetchick's iPhone revealed they did not constitute a violation of Sheriff's Office written directives. (Section V) The conversations between ██████ Fetchick and Joseph Fetchick, LaRue, and "Red" did not contain any physical threats. ██████ Fetchick also received one text message from an anonymous text messaging service; however, there is no evidence to suggest LaRue or Joseph Fetchick sent the text message. (Section VI) The review further revealed two messages that ██████ Fetchick sent to two different people in which she told the person she sent an anonymous text message to LaRue's husband. (Section VII)

On December 5, 2013, ██████ Fetchick returned to the Professional Standards Division with her iPad. ██████ Fetchick reported that Joseph Fetchick's Apple ID [husky24@cfl.rr.com] was signed into the Messages application on the iPad. The same Apple ID was signed into Joseph Fetchick's personal iPhone and as such, all messages exchanged between Joseph Fetchick and another iPhone user were being delivered to ██████ Fetchick's iPad. ██████ Fetchick indicated that Joseph Fetchick and LaRue exchanged extensive messages using their personal iPhones and all of the conversations had been recorded by her iPad. ██████ Fetchick further indicated she believed some of the messages on the iPad contained evidence of possible misconduct. ██████ Fetchick consented to a forensic examination of the iPad which was conducted by Bosco, who provided the Professional Standards Division with two reports for the iPad containing the messages. **NOTE: There were two reports, one containing messages prior to daylight savings time and one containing messages after daylight savings time began [November 3, 2013].**

A review of the messages exchanged between Joseph Fetchick and LaRue that were recorded on ██████ Fetchick's iPad from September 30, 2013 to December 5, 2013, contained evidence of possible violations of Sheriff's Office written directives.

On December 6, 2013, Sheriff Donald F. Eslinger authorized and directed an administrative investigation related to allegations of misconduct on the part of LaRue and Joseph Fetchick. (Section I) LaRue and Joseph Fetchick were placed on paid administrative suspension pending the outcome of the administrative investigation.

A review of the information contained in ██████ Fetchick's iPad revealed that between September 30, 2013, and December 6, 2013, LaRue and Joseph Fetchick exchanged approximately 6,000 messages while they were on duty. (Sections XII) The messages were being sent throughout their work hours and were not generally grouped together at one particular hour. LaRue and Joseph Fetchick exchanged over 750 messages during the same time period while Joseph Fetchick was working various extra duty details. LaRue and Joseph Fetchick exchanged approximately 7,000 messages from September 30, 2013 to December 6, 2013, while either or both of them were on duty at the Sheriff's Office or were working extra duty details. **NOTE: Numerous other messages were exchanged between LaRue and Joseph Fetchick during the same time period; however, they were off duty at the time. Joseph Fetchick exchanged numerous other messages during the same time period with other people while on duty; however, they were not the focus of this investigation.** The detailed review of the messages on the iPad revealed the following:

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On September 30, 2013, Joseph Fetchick was logged into XCAD [Sheriff's Office Computer Aided Dispatch] from 0858 hours to 1802 hours and recorded 8.5 hours on his Bi-Weekly Report of Daily Activity [time sheet]. During the time he was on duty he exchanged 139 messages with LaRue. **NOTE: Joseph Fetchick was assigned to the West Division and worked as a School Resource Deputy at Milwee Middle School.** LaRue was logged into XCAD from 1633 hours to 0533 hours and recorded 12.25 hours on her time sheet. **NOTE: LaRue worked night shift in Seminole Neighborhood Policing, and as such her shift began in the evening on one day and ended the following morning.** During the time LaRue was on duty she exchanged 95 messages with Joseph Fetchick. During the course of the conversations during LaRue's shift, Joseph Fetchick told her that he was going to go to her residence for the evening. (Addendum Section 2)

02:00:32 – Fetchick: Ok Ty [thank you] I'm keeping ur [your] bed warm.
02:00:32 – LaRue: My bed? R [Or] our bed?
02:02:40 – Fetchick: Our bed baby and crown is very much so awake hehe something for u [you] to look forward too ;).

On October 1, 2013, Joseph Fetchick was logged into XCAD from 0856 hours to 1640 hours and recorded 9 hours on his time sheet. During that time he exchanged 169 messages with LaRue. LaRue was logged into XCAD from 1641 hours to 0545 hours and recorded 12.5 hours on her time sheet. During that time LaRue exchanged 62 messages with Fetchick. During Joseph Fetchick's shift he engaged in a sexually explicit conversation with LaRue. (Addendum Section 1)

14:56:41 – LaRue: What u [you] gonna do lick this Pussy like you did this am [morning]? That shit felt so fucking good.
14:57:04 – Fetchick: No just the opposite ill [I'll] hold out.
14:59:00 – LaRue: No u [you] want either.
14:59:12 – Fetchick: Ur [Your] likely [lucky] ur [your] dad kept coming in and out of the house this morning that was fucking me up lol [laugh out loud] haha.
14:59:12 – Fetchick: Lucky.
14:59:12 – Fetchick: U [You] want to be me I will hold out shit u [you] been complaining about getting it everyday any way.
14:59:12 – Fetchick: Lol [Laugh out loud].
14:59:12 – LaRue: He is annoying as hell!! U [You] r [are] not holding out n [and] I am not complaining!!
15:01:20 – Fetchick: That's what I thought the power of the d. Lol [Laugh out loud].
15:01:20 – Fetchick: I ran [run] this shit I want to some more of my pussy tonight.
15:01:20 – Fetchick: Run.
15:01:20 – LaRue: I wanted to scream and pull ur [your] fucking hair.
15:03:40 – Fetchick: I was waiting for all that at I was like is she not enjoying me lol [laugh out loud].
15:04:44 – Fetchick: Baby I no us said u [you] were tired but when u [you] come home from work in the morning and u take a shower I'm going to need you to climb on top of me I loved that shit when you do that at the apt [apartment].
15:06:48 – LaRue: I was enjoying u [you] and I did pull ur [your] hair! I wanted to do it more but like u [you] said bobby continuing to come [i]n and out. I will climb on

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- that dick I didn't think u [you] were hard bc [because] u [you] fell asleep w[ith] me baby.
- 15:09:44 – Fetchick: Shit I heard u [you] in the bathroom showering and I was thinking of what u [you] were going to do to me that thing was hard as fuck. Then u [you] told me u [you] was so tired so I didn't bother.
- 15:09:52 – Fetchick: My dick thinks Valencia and is instantly hard.
- 15:12:00 – LaRue: I said that? That's what it better be thinking!!!
- 15:13:57 – Fetchick: Yes baby u [you] walked past me naked as hell with ur [your] scarf on and said baby I'm so tired I was like damn that's a tease.
- 15:14:08 – Fetchick: Next time I'm going to just start licking my pussy making u [you] fuck me.

During the course of Joseph Fetchick's shift he engaged in conversations with LaRue where he told her that he signed her up for extra duty details.

- 15:31:12 – Fetchick: Baby I got u [you] a detail [extra duty detail].
- 15:46:08 – LaRue: Where boo.
- 15:47:29 – Fetchick: Seminole County bcc [Board of County Commissioners] meeting.
- 15:47:39 – Fetchick: On the 8th.
- 15:49:59 – LaRue: That's great tks [thanks].

NOTE: According to PowerDETAILS Records, LaRue worked the Board of County Commissioners Extra Duty detail from 0915 hours to 1500 hours on October 8, 2013. (Section XIV)

- 16:30:56 – Fetchick: Baby I got u [you] another detail [extra duty detail].
- 16:33:04 – LaRue: Where honey.
- 16:35:12 – Fetchick: Library.
- 16:41:22 – LaRue: When is the library.
- 16:44:51 – Fetchick: On the 10th.
- 16:49:59 – LaRue: Ok tks [thanks] love.
- 16:53:29 – Fetchick: I got to look out for u [you] baby.
- 16:53:39 – Fetchick: Does that mean I get a cut.
- 17:09:57 – Larue: I got ur [your] cut boo.
- 17:10:09 – Fetchick: Oh do u [you] boo.

NOTE: According to PowerDETAILS Records, LaRue worked the Seminole County Public Library detail from 1500 hours to 1800 hours on October 10, 2013. (Section XIV)

On October 2, 2013, Joseph Fetchick was logged into XCAD from 0658 hours to 2217 hours and recorded 10.5 hours on his time sheet. During that time he exchanged 160 messages with LaRue. During a portion of his shift, Joseph Fetchick was attending Sheriff's Office firearms training. During firearms training Joseph Fetchick exchanged 28 messages with LaRue. During the course of Joseph Fetchick's shift he discussed that ██████████ Fetchick learned he and LaRue were planning to travel to New York. (Addendum Section 4)

- 13:16:41 – Fetchick: Baby ██████████ called my mom and told her that she knows ur [your] coming with me to ny [New York] but wouldn't tell my mom how bc [because] she could be in trouble.

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13:16:43 – Fetchick: I love u [you] too.
13:16:48 – LaRue: Well how she knows that baby j.
13:16:48 – Fetchick: Honey I didn't tell no body I was going to ny [New York] with u [you].
13:20:08 – LaRue: did u [you] even tell anybody u [you] were going baby.
13:21:48 – Fetchick: No I didn't honey.

During Joseph Fetchick's shift he also engaged in a conversation with LaRue concerning them making their extramarital affair public.

13:44:32 – Fetchick: No babe I don't care who knows about me and u [you].
13:46:40 – LaRue: Me either honey.
13:46:40 – Fetchick: Ok then lets come out.
13:54:06 – LaRue: We will soon boo.

On October 4, 2013, Joseph Fetchick was logged into XCAD from 0810 hours to 1629 hours and recorded 8.5 hours on his time sheet. During that time he exchanged 157 messages with LaRue. Joseph Fetchick was also logged into XCAD from 1800 hours to 0212 hours while working two extra duty details. During that time he exchanged 32 messages with LaRue. During Joseph Fetchick's shift he engaged in a sexually explicit conversation with LaRue. (Addendum Section 6)

08:39:28 – Fetchick: Hehe lazy ass and u [you] didn't even have sex lol [laugh out loud].
08:39:28 – LaRue: I thought about it! Does that count?
08:39:28 – Fetchick: It depends did you come lol [laugh out loud].

During Joseph Fetchick's shift he told LaRue he was going to stop by her residence "for my quickie."

11:45:04 – Fetchick: I'm going to stop by for my quickie.
11:45:04 – LaRue: Getting dressed to leave boo.
11:46:48 – Fetchick: Oh u [you] are such a tease.
11:47:12 – LaRue: No I'm not lover.
11:49:20 – Fetchick: :) well tonight u [you] ain't able to run from me

On October 7, 2013, Joseph Fetchick was logged into XCAD from 0653 hours to 1831 hours and recorded 8.5 hours on his time sheet. Joseph Fetchick was attending the Emergency Vehicle Operations Course [EVOC] Training. **NOTE: EVOC training involves extensive driving in simulated emergency and non-emergency conditions.** During that time he exchanged 179 messages with LaRue. During Joseph Fetchick's shift he engaged in a sexually explicit conversation with LaRue. (Addendum Section 9)

13:16:48 – Fetchick: Hehe strip Tonk baby hehe.
13:16:48 – LaRue: Loser has to eat r [or] suck for hours!!! Lol [laugh out loud].
13:16:48 – LaRue: Y [Why] ready to eat."
13:18:56 – Fetchick: Ok or we both can just 69 [sexual position] it and call it a date lol [laugh out loud].
13:18:56 – LaRue: Hell y [why] not!!! Lol [laugh out loud].

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13:21:04 – Fetchick: Hehe ill [sic] tear my Pussy up baby.
13:21:04 – LaRue: U [You] sure will boo.
13:23:12 – Fetchick: How [a]bout [yo]u sure so boo.
13:23:12 – LaRue: What.”
13:29:36 – Fetchick: How [a]bout [yo]u sure do Tear that pussy up.
13:29:36 – Fetchick: That’s what I mean honey.
14:12:16 – LaRue: Baby [yo]u gonna [going] French kiss this pussy.
14:18:40 – Fetchick: Hope I’m going Russian kiss that pissy.
14:18:40 – Fetchick: Pussy.
17:37:54 – Fetchick: Ur [Your] lucky ur [you’re] not with me I would eat every part of my pussy lol [laugh out loud].

On October 8, 2013, Joseph Fetchick was logged into XCAD from 0912 hours to 1627 hours and recorded 9 hours on his time sheet. During that time he exchanged 119 messages with LaRue. During Joseph Fetchick’s shift he engaged in a sexually explicit conversation with LaRue. (Addendum Section 10)

10:09:54 – Fetchick: Oh ur [you’re] an ass.
10:09:59 – Fetchick: Lol [laugh out loud.]
10:10:41 – Fetchick: I so want to break this dick off in you.
10:11:12 – LaRue: U [You] r [are] too! Lol [laugh out loud]. There you go always wanting to make me hurt! I bet u [you] r [are] laughing!
10:12:33 – Fetchick: Haha I am only bc [because] I love making you feel so good.
11:42:56 – Fetchick: I’m not going to be late when u [you] get all 6 ft 2 of sexiness lol [laugh out loud].
11:43:55 – LaRue: I want it all too!
12:14:23 – Fetchick: I always do u [you] favors and that’s romance that romance I don’t give a fuck I got u [you] baby.. The best part of waking up is with Valencia having my nut and that’s romance. My song too you para phrased by lil Wayne haha.
13:47:04 – LaRue sent Fetchick a photograph of the two of them seated next to each other [IMG_3715].
13:49:26 – LaRue sent Fetchick a photograph of LaRue and another female [IMG_7775].

On October 9, 2013, Joseph Fetchick was logged into XCAD from 0802 hours to 1954 hours and recorded 8.5 hours on his time sheet. During that time he exchanged 92 messages with LaRue. LaRue was logged into XCAD from 1706 hours to 0535 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 32 messages with Joseph Fetchick. During the course of LaRue’s shift, she engaged in a conversation with Joseph Fetchick about her coming home during her shift. (Addendum Section 11)

18:55:10 – LaRue: 51 [en route].
19:08:48 – LaRue: U [You] home.
19:08:48 – Fetchick: Yes baby.
19:08:48 – Fetchick: Waiting on my baby.
19:10:39 – LaRue: Meet me in the parking lot to her stuff out of car pls [please].

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19:10:56 – Fetchick: Okay let me know when u [you] get here.

On October 10, 2013, Joseph Fetchick was logged into XCAD from 0836 hours to 1623 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 138 messages with LaRue. LaRue was logged into XCAD from 1424 hours to 0546 hours and recorded 15.5 hours on her time sheet. During that time she exchanged 73 messages with Joseph Fetchick. During the course of Fetchick’s shift, LaRue sent him a message telling him about a conversation she had with her garbage collector where she told him she was not with her husband anymore. Later, during the course of Fetchick’s shift he engaged in a sexually explicit conversation with LaRue that culminated with Joseph Fetchick apparently leaving Milwee Middle School and traveling to LaRue’s residence to engage in sexual contact. (Addendum Section 12)

12:42:40 – Fetchick: Yup stop a few cars making out with me while in uniform, do the paperwork bc [because] u [you] will be getting a lot of calls on this fine white boy man handling u [you]. Then he is going to make u dinner and put u to sleep how u [you] like that.

12:58:26 – Fetchick: Baby when my pussy is ready I need to touch the ceiling.

12:58:26 – Fetchick: U [you].

13:01:00 – LaRue: I just did where r [are] u [you].

13:01:28 – Fetchick: U [You] just did what baby.

13:01:37 – Fetchick: I’m at school honey.

13:01:52 – LaRue: I touched the ceiling bc [because] ur [your] pussy is ready so why aren’t u [you] here???

13:02:38 – LaRue: Lol [laugh out loud].

13:02:51 – Fetchick: Really I can eat it now.

13:03:06 – Fetchick: Shit I’m getting dessert tonight yes.

13:03:23 – LaRue: Not yet but u [you] can damn sure get it! I’m horny!!

13:03:24 – LaRue: Wow.

13:03:53 – Fetchick: Are u [you] serious ill leave and get it.

13:04:00 – LaRue: I want to moan, scream, and cry!!

13:04:00 – Fetchick: So is that u [you] telling me to come over.

13:05:27 – LaRue: I wish u [you] could boo I need to leave here by 215.

13:05:40 – Fetchick: Ok I’m 51 [en route].

13:05:56 – LaRue: Seriously?

13:06:08 – Fetchick: Yes I’ll get there in 15 and take care of business.

13:06:08 – LaRue: Ok baby.

13:06:08 – Fetchick: ;) [wink].

13:24:12 – Fetchick: I’m on sanford ave [Sanford Avenue].

13:24:44 – LaRue: Already boo.

13:26:07 – Fetchick: When it comes to u [you] yes already boo.

13:27:00 – LaRue: Aww love.

13:27:38 – Fetchick: I’m pulling up in front of house.

13:28:01 – LaRue: Ok.

13:28:11 – LaRue: U [You] got ur [your] key.

13:28:16 – Fetchick: Yup.

13:28:22 – LaRue: Ok.

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14:00:33 – LaRue: Tks [Thanks] baby.
14:16:30 – Fetchick: Baby.
14:16:32 – Fetchick: Tks [Thanks] for what baby.
14:16:32 – LaRue: I was like damn what happened.

On October 10, 2013, during the course of LaRue’s shift she engaged in a conversation with Joseph Fetchick where she went to his residence. She said she is “finally 51 [en route] at 20:34:08 hours.

On October 11, 2013, Joseph Fetchick was logged into XCAD from 0851 hours to 1722 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 57 messages with LaRue. Joseph Fetchick was also logged into XCAD from 2257 hours to 0215 hours while working an extra duty detail. During that time he exchanged 46 messages with LaRue. (Addendum Section 13)

On October 13, 2013, Joseph Fetchick was logged into XCAD from 0858 hours to 1258 hours while working an extra duty detail. During that time he exchanged 61 messages with LaRue. (Addendum Section 15)

On October 14, 2013, Joseph Fetchick was logged into XCAD from 0748 hours to 1533 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 40 messages with LaRue. LaRue was logged into XCAD from 1652 hours to 0530 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 44 messages with Joseph Fetchick. During the course of LaRue’s shift she had a conversation with Joseph Fetchick where she indicated she is going “home” during her shift. (Addendum Section 16)

On October 15, 2013, Joseph Fetchick was logged into XCAD from 0827 hours to 1631 hours and recorded 9 hours on this time sheet. During that time he exchanged 69 messages with LaRue. LaRue was logged into XCAD from 1704 hours to 0530 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 52 messages with Joseph Fetchick. During Joseph Fetchick’s shift he sent LaRue a series of sexually explicit text messages while she was waiting for a doctor’s appointment. (Addendum Section 17)

15:09:07 – Fetchick: Ok ok. You want me to talk dirty too you get u [you] hot a[n]d bothered lmao [laughing my ass off].
15:12:54 – Fetchick: Put that dick on u [you].
15:15:15 – LaRue: I am gonna stop stick that ass. Lol [Laugh out loud].
15:14:08 – Fetchick: Good cuz [because] I’m going to flattibg [flatten] those huge ass tits and deflate them.

On October 16, 2013, Joseph Fetchick was logged into XCAD from 0908 hours to 1634 hours and recorded 8.5 hours on his time sheet. During that time he exchanged 51 messages with LaRue. He was also logged onto XCAD from 1655 hours to 2100 hours while working an extra duty detail. During that time he exchanged 115 messages with LaRue. During the course of Joseph Fetchick’s extra duty detail, he informed LaRue that he signed her up for the extra duty detail at La Potranca bar for October 25, 2013. At 19:03:02 hours he wrote, “Ok baby I got u [you] a detail for

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next Friday at la potraca [sic] but I'm back up so I can get it so u [you] don't have to work it :) [smile]. LaRue responded by typing, "Oh no I am not working that place boo. W [Will] u [you]?" (Addendum Section 18) **NOTE: According to PowerDETAILS Records, LaRue was originally scheduled to work the La Potranca Bar Detail on October 25, 2013; however, she was cancelled from the detail and it was worked by Joseph Fetchick and Deputy Sheriff Bryan Brown. (Investigative Notes)**

On October 17, 2013, Joseph Fetchick was logged into XCAD from 0722 hours to 1631 hours and recorded 8.5 hours on his time sheet. During that time he exchanged 136 messages with LaRue. During the course of Joseph Fetchick's shift he had a conversation with LaRue concerning him having to hide his vehicle while visiting her residence. (Addendum Section 19)

08:08:42 – Fetchick: Went from funny to a serious in a matter of second. No smart ass because I practically love [live] at ur [you] house dodging and hiding my car like I stole something.
08:08:54 – Fetchick: Live.
08:13:47 – LaRue: Oh ok.
08:13:52 – LaRue: Until I'm divorced u [your] will hide ur [your] car like u [you] stole something! Lol [Laugh out loud].
08:13:52 – Fetchick: Well technically I did steal something.
08:13:52 – Fetchick: ;) [wink].
08:13:52 – Fetchick: Three things.
08:15:34 – LaRue: What's that.
08:16:00 – Fetchick: Ur [Your] mind ur [your] heart and that Coochie. Do the Coochie dance lol [laugh out loud].

On October 18, 2013, Joseph Fetchick was logged into XCAD from 0851 hours to 1612 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 178 messages with LaRue. LaRue was logged into XCAD from 1600 hours to 0432 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 203 messages with Joseph Fetchick. (Addendum Section 20)

On October 19, 2013, Joseph Fetchick was logged into XCAD from 1059 hours to 0030 while working an extra duty detail. During that time he exchanged 36 messages with LaRue. LaRue was logged into XCAD from 1657 hours to 0538 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 139 messages with Joseph Fetchick. During the course of LaRue's shift they exchanged messages indicating she met Fethick at an unknown park. (Addendum Section 21)

21:48:48 – Fetchick: Meet me by the park boo.
21:48:48 – LaRue: Ok love.
21:50:11 – Fetchick: ;) [wink] what's ur [your] 20 [location].
21:52:34 – LaRue: About to pull n [in].
21:52:54 – Fetchick: Ok.
21:52:59 – Fetchick: I'm coming.
21:53:04 – LaRue: Ok.

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On October 21, 2013, Joseph Fetchick was logged into XCAD from 0904 hours to 1233 hours and recorded 4.5 hours on this time sheet. During that time he exchanged 83 messages with LaRue. During his shift, Joseph Fetchick contacted Fowler and told him that he was not feeling well and asked to go home for the day. Joseph Fetchick also exchanged messages with LaRue indicating he would see her because he was going home at 1300 hours. (Addendum Section 23)

11:23:44 – Fetchick: Baby I’m coming home at 1 honey.

11:26:55 – LaRue: Do u [you] want me to get lunch?

11:28:00 – Fetchick to Fowler: Hey sarge I’m not feeling so good. I think I have the flu and sore throat. Been fighting it. Can I pto [personal time off]. Dr. Walsh [Principal of Milwee Middle School] has already seen me.

11:28:31 – Fetchick: If I leave baby I can pick it up.

11:38:40 – Fetchick: So u [you] dot [don’t] have to go out.

11:31:24 – LaRue: Yes I am running errands I just left.

11:31:49 – Fetchick: Oh ok Baby I’m just waiting back from Neal [Fowler].

11:34:24 – Fowler to Fetchick: Yes.

11:35:24 – Fetchick to Fowler: Ok thanks sarge [sergeant] ill [sic] keep you posted for tomorrow.

11:35:51 – Fetchick: Baby I’m coming home so you can get t.

11:36:13 – LaRue: U [You] leaving at 1?

11:36:32 – Fetchick: I’m leaving at 12 screw it didn’t give sgt [sergeant] a time.

11:36:32 – Fetchick: Lol [laugh out loud].

11:36:32 – LaRue: Ok boo so I’m coming to u [you].

11:36:32 – Fetchick: I’m going to ur [your] house baby.

11:38:10 – LaRue: Ok.

11:38:40 – Fetchick: Daddy will be there all night long hehe.

11:38:40 – Fetchick: Or with you I mean lol [laugh out loud].

11:38:40 – LaRue: Yippee.

11:40:48 – Fetchick: :)

12:08:32 – Fetchick: 51 [en route] to u.

12:09:46 – LaRue: Ok baby. I’ll be headed home [i]n a few.

12:10:40 – Fetchick: Ill [sic] park in my favorite spot hehe.

12:12:36 – LaRue: Garage? Lol [laugh out loud].

12:14:56 – Fetchick: Yup.

12:14:56 – LaRue: Lol [Laugh out loud].

On October 23, 2013, Joseph Fetchick was logged into XCAD from 0852 hours to 1528 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 101 messages with LaRue. LaRue was logged into XCAD from 1703 hours to 0520 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 126 messages with Joseph Fetchick. Prior to the start of LaRue’s shift, Joseph Fetchick and LaRue engaged in a conversation where they agreed to meet later for “make up sex.” (Addendum Section 24)

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16:22:34 – Fetchick: So u [you] want to come over once the kids are gone for some make up sex lol [laugh out loud].
16:28:48 – Fetchick: :) [smile].
16:28:48 – LaRue: Lol [laugh out loud] and of course.
16:33:04 – Fetchick: Ok see u [you] at 7 ;) [wink] sharp I'm in dying need of my v [Valencia].
16:35:02 – LaRue: Ok honey as long as calls permit me to be there at 7 love.
16:35:12 – Fetchick: Ok sweetheart I understand. I got beat for detail November 3 like really bastards Patrick Flannagin.

NOTE: Although this conversation occurred while Joseph Fetchick and LaRue were off duty, at 1900 hours "7" LaRue was on duty.

18:30:24 – Fetchick: 51 [en route] back home.
18:32:32 – LaRue: Ok b [be] there shortly.
21:14:40 – LaRue: Thank u [you].
21:16:34 – Fetchick: For what beautiful.
21:16:38 – LaRue: For my loving.

On October 24, 2013, Joseph Fetchick was logged into XCAD from 0849 hours to 1630 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 58 messages with LaRue. LaRue was logged into XCAD from 1701 hours to 0539 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 80 messages with Joseph Fetchick. (Addendum Section 25)

On October 25, 2013, Joseph Fetchick was logged into XCAD from 0911 hours to 1638 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 70 messages with LaRue. Joseph Fetchick was also logged onto XCAD from 2217 hours to 0231 hours while working an extra duty detail. During that time he exchanged 52 messages with LaRue. (Addendum Section 26)

On October 27, 2013, Joseph Fetchick was logged into XCAD from 0926 hours to 1233 hours while working an extra duty detail and from 2217 hours to 0231 hours while working an extra duty detail. During both extra duty details Joseph Fetchick exchanged 76 messages with LaRue. (Addendum Section 28)

On October 28, 2013, Joseph Fetchick was logged into XCAD from 0841 hours to 1630 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 74 messages with LaRue. LaRue was logged into XCAD from 1651 hours to 0531 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 11 messages with Joseph Fetchick. (Addendum Section 29)

On October 29, 2013, Joseph Fetchick was logged into XCAD from 0904 hours to 1630 hours and recorded 9 hours on this time sheet. During that time he exchanged 60 messages with LaRue. LaRue was logged into XCAD from 1653 hours to 0545 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 27 messages with Joseph Fetchick. Joseph Fetchick and LaRue engaged in a conversation concerning her PowerDETAILS password being changed and as a result he was no longer able to access her account. (Addendum Section 30)

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16:33:04 – Fetchick: Baby ur [your] power details is locked out.
16:33:04 – Fetchick: I think they suspended u [you].
16:33:04 – LaRue: I changed the password.
16:33:04 – Fetchick: So that means u [you] locked me out.
16:33:04 – Fetchick: Why didn't you tell me.
16:33:04 – Fetchick: Is [it] when u [you] were pissed at me.
16:35:12 – LaRue: Yes so u [you] locked me out.
16:38:01 – Fetchick: I guess u [you] have to call tomorrow. Just tell them u [you] forgot u [you] switched passwords is all. Next time tell the nigga that gets u [you] ur [your] details that u [you] did that please.
16:38:45 – LaRue: Ok u [you] should have asked. I forgot.
16:39:28 – Fetchick: Baby I would've never thought u [you] would do all that baby girl.
16:41:36 – LaRue: Sorry.
16:43:43 – Fetchick: Well me too!! I still love u [you]

On October 30, 2013, Joseph Fetchick was logged into XCAD from 0844 hours to 1525 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 98 messages with LaRue. (Addendum Section 31)

On October 31, 2013, Joseph Fetchick was logged into XCAD from 0948 hours to 1634 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 94 messages with LaRue. (Addendum Section 32)

On November 1, 2013, Joseph Fetchick was logged into XCAD from 0915 hours to 1709 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 108 messages with LaRue. Joseph Fetchick was also logged onto XCAD from 1854 hours to 2257 hours while working an extra duty detail. LaRue was logged into XCAD from 1654 hours to 0531 hours and recorded 12.25 hours on her time sheet. During the time that LaRue was working she exchanged 69 messages with Joseph Fetchick. During the course of Joseph Fetchick's shift he engaged in a conversation with LaRue concerning Fowler wanting to meet with him. (Addendum Section 33)

12:08:32 – Fetchick: Aww. So Neal [Fowler] wants to meet with me now after school like really.
12:10:40 – LaRue: Ok u [you] think principal talked to him.
12:23:28 – Fetchick: Baby I'm starting not to like him for real.
12:27:44 – LaRue: He is an ass at times.
12:27:44 – LaRue: He wants people to suck up to him.
12:29:52 – Fetchick: Oh well that shit ain't happening with me.
12:29:52 – LaRue: The principal probably gave him a laundry list.

During Larue's shift, at 23:16:16, LaRue and Joseph Fetchick engaged in a conversation where LaRue indicated she was at her beauty salon doing someone's hair. **NOTE: LaRue owns a beauty salon and is approved to work there when she is not on duty with the Sheriff's Office.**

23:16:16 – Fetchick: What u [you] doing.
23:23:39 – LaRue: At shop.
23:29:04 – Fetchick: Oh ok baby are u [you] doing Teresa's hair.

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23:30:29 – LaRue: Yes.

On November 4, 2013, Joseph Fetchick was logged into XCAD from 0845 hours to 1701 hours and recorded 8.5 hours on this time sheet. During of time he exchanged 108 messages with LaRue. (Addendum Section 34)

On November 5, 2013, Joseph Fetchick was logged into XCAD from 0822 hours to 2018 hours and recorded 9 hours on this time sheet. During that time he exchanged 196 messages with LaRue. (Addendum Section 35)

On November 6, 2013, Joseph Fetchick was logged into XCAD from 0847 hours to 1241 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 104 messages with LaRue. LaRue was logged into XCAD from 1700 hours to 0533 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 92 messages with Joseph Fetchick. During the course of LaRue’s shift she engaged in a conversation with Joseph Fetchick where she indicated she was going to visit him at his residence. (Addendum Section 36)

17:38:56 – LaRue: 51 [en route] w [with] cake baby.

17:41:04 – Fetchick: And u [you] ok baby.

17:41:04 – Fetchick: Dinner is cooking I love u [you].

18:06:40 – LaRue: At 436/Douglas [The intersection of SR 436 & Douglas Avenue, Altamonte Springs] traffic is terrible.

At 19:44:48, LaRue sent Joseph Fetchick [IMG_3265] which was a screen capture of a text message from “Bw” which read, “whats poppin.” Joseph Fetchick sent a response at 19:46:47, “Wow that the fuck. U [You] should say ur [your] mans dick up and down inside me lmao [laughing my ass off].

At 00:17:52 hours, LaRue and Joseph Fetchick engaged in a conversation where LaRue indicated she was shopping at Walmart.

12:17:52 – Fetchick: What u [you] doing baby.

12:20:00 – LaRue: At Walmart.

12:20:00 – LaRue: U [You] need something boo.

12:20:00 – Fetchick: Yes my 39 yr [year] old baby :) [smile].

12:21:50 – Fetchick: In my bed.

12:26:24 – LaRue: This is going in Joey’s bedroom! Lol [laugh out loud].

NOTE: LaRue sent Joseph Fetchick [IMG_4864] which was a photograph of a sheet set.

At 04:47:58 hours, LaRue sent Joseph Fetchick a message indicating she was getting clothing and was on the way to meet with him. “I am getting clothes and headed ur [your] way.” **NOTE: LaRue’s shift did not end until 0545 hours.**

On November 7, 2013, LaRue was logged into XCAD from 1713 hours to 0537 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 61 messages with Joseph

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Fetchick. During the course of her shift, LaRue thanked Joseph Fetchick for “sexing me.” (Addendum Section 37)

17:39:39 – Fetchick: I love you sweetheart.
17:44:48 – LaRue: I love u [you]. Tks [Thanks].
18:00:16 – Fetchick: Tks [Thanks] for what loving u [you].
18:25:09 – LaRue: Yes and sexing me!

During the course of LaRue’s shift she engaged in a conversation with Joseph Fetchick indicating they were meeting.

03:04:16 – LaRue: Coming boo.
03:05:14 – Fetchick: Ok baby.

On November 12, 2013, Joseph Fetchick was logged into XCAD from 0856 hours to 1622 hours and recorded 9 hours on this time sheet. During that time he exchanged 55 messages with LaRue. Joseph Fetchick was also logged into XCAD from 1703 hours to 2128 hours while working an extra duty detail. During that time he exchanged 50 messages with LaRue. (Addendum Section 41)

On November 13, 2013, Joseph Fetchick was logged into XCAD from 0850 hours to 1623 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 102 messages with LaRue. (Addendum Section 42)

On November 14, 2013, Joseph Fetchick was logged into XCAD from 0858 hours to 1701 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 50 messages with LaRue. NOTE: Although off duty at the time, Joseph Fetchick sent a message to “Terry Cranias” which read, “I may need a job.” (Addendum Section 43)

On November 15, 2013, Joseph Fetchick was logged into XCAD from 0905 hours to 1642 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 37 messages with LaRue. LaRue was logged into XCAD from 1816 hours to 0531 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 229 messages with Joseph Fetchick. During the course of Joseph Fetchick’s shift, he engaged in a sexually explicit conversation with LaRue. (Addendum Section 44)

11:19:12 – LaRue: Mission style feels amazing to me. I feel like screaming to the world that I am n [in] love w [with] u [you], scratching ur [your] back while u [you] r [are] thrusting deeper n [and] deeper. I enjoy from the back it feels good but I think it satisfies u [you] more now u [you] play w [with] my clit while u [you] doing it from the back it drives me crazy.
11:21:20 – Fetchick: Sweet Jesus. I guess u [you] aint getting rid of this guy. Yes I enjoy it all but from behind me locked into my Coochie holding on to the cheeks of that beautiful butt while listening to u [you] moan makes it all satisfying.
11:21:20 – Fetchick: And rewarding knowing I’m satisfying my woman.

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11:27:18 – LaRue: Lol [Laugh out loud]! It's wondering and amazing. I am very happy and satisfied as long as we have no seaman.

11:27:21 – LaRue: Drama!

During the course of LaRue's shift she engaged in a conversation with Joseph Fetchick where she indicated her assigned vehicle would not start. She did not get her vehicle running until several hours after her shift started.

18:23:44 – LaRue: My work truck want [won't] start boo.

18:25:04 – Fetchick: Really baby did u [you] leave any thing [sic] on. Tap the break and restart it.

18:25:32 – Fetchick: There is a power surge thing in our vehicles.

18:25:41 – LaRue: I left the chargers plug in for a week it's completely dead the remote to unlock want [won't] even work.

18:36:32 – LaRue: Pops coming from Geneva [to jump start her vehicle].

19:02:08 – Fetchick: Is ur [your] pops there yet baby.

19:02:08 – LaRue: No.

19:03:47 – LaRue: Lucky no calls went out where I needed to respond.

19:25:33 – LaRue: Still waiting on bobby so I just called all.

19:25:36 – LaRue: AOK [Company that provides 24/7 roadside assistance for Sheriff's Office vehicles].

20:06:08 – LaRue: Back in business [vehicle is working again].

20:42:17 – Fetchick: I so want to wake up the kids lol [laugh out loud].

20:42:22 – Fetchick: I'm bored.

20:42:24 – LaRue: I am boo. Let them sleep honey. I'm bored too but I am gonna run errands! Lu [Love you].

During the course of LaRue's shift she engaged in a sexually explicit conversation with Joseph Fetchick.

21:32:52 – Fetchick: I want u [you] to seek over here and let me get some of my pussy.

21:33:36 – LaRue: I don't sneak I am in charge! Lol [Laugh out loud].

21:33:36 – Fetchick: Ok well bring my ass too me now.

21:33:36 – Fetchick: SGT [Sergeant].

21:33:36 – LaRue: No sex tonifht [tonight].

21:33:36 – Fetchick: Who said anything about sex.

21:33:36 – Fetchick: I want to eat my pussy.

21:35:02 – LaRue: U [You] said get some.

21:35:07 – LaRue: Lol [Laugh out loud].

21:35:27 – Fetchick: Yes with my lips and tongue.

21:35:44 – LaRue: Good good.

21:35:44 – Fetchick: I need and want u.

21:35:44 – LaRue: U [You] need me?

21:35:44 – LaRue: R [Or] want me?

21:37:18 – Fetchick: How about both.

21:37:52 – LaRue: Awesome.

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During the course of LaRue's shift she had a discussion with Joseph Fetchick about a detention deputy's performance during the field training program.

- 21:58:29 – LaRue: Lol [Laugh out loud]. Looking at schedule tweety [Deputy Sheriff Tyrone Williams] and Lapp [Deputy Sheriff Kathleen Lapp] or just doing snp [Seminole Neighborhood Policing] training but still assigned to CRT [Corrections Response Team] house. Tweety end date was the end of nov [November] but has been at CRT house working. I will have to read his dor's [Daily Observation Reports]. **NOTE: Daily Observation Reports are completed by field training deputies to document a trainee's daily performance.**
- 21:59:12 – Fetchick: So I'm thinking he didn't finish Kat [Deputy Sheriff Kathleen Lapp] will finish she is smart.
- 21:59:12 – LaRue: Yes Kat end date is beginning of dec [December].
- 22:00:42 – Fetchick: O [Oh] I c [see]. Lol [Laugh out loud].
- 22:01:07 – Fetchick: That's some funny shit lol [laugh out loud].
- 22:03:28 – LaRue: Reading his Dor [Daily Observation Report] comments he was extended but looks like he was given pto [Personal Time Off] by Shane [Sergeant Shane Love]. Dor's don't look good numerous unacceptable.
- 22:05:00 – Fetchick: Holy shit really.
- 22:05:21 – Fetchick: I told him he needed to study he didn't believe me
- 22:05:22 – LaRue: Yes.
- 22:05:36 – Fetchick: To funny.

During the course of LaRue's shift Joseph Fetchick sent LaRue messages indicating she had seen him that night.

- 00:45:36 – Fetchick: I love u [you] beautiful. I wish u [you] could stay all night. Thank you for seeing me tonight that was great.
- 00:47:44 – LaRue: Always handsome. I wanted to sleep there all weekend w [with] u [you]!
- 00:49:52 – Fetchick: Well come back baby you can sleep ill lock the door and go get breakfast and stuff while ur [your] sleeping.
- 00:55:27 – LaRue: U [You] sure baby.
- 00:56:16 – LaRue: I'll text u [you] n [in] the am.

NOTE: According to the remaining messages, LaRue did not go back to Joseph Fetchick's residence and instead went home to her residence after her shift ended.

On November 16, 2013, LaRue was logged into XCAD from 1657 hours to 0523 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 45 messages with Joseph Fetchick. (Addendum Section 45). Prior to LaRue's shift she sent a message to Joseph Fetchick indicating she would be coming to his residence and then later during her shift she let him know she was en route.

- 16:42:51 – LaRue: I'm coming over when I get dressed.
- 17:34:40 – LaRue: 51 [en route] honey.
- 17:53:52 – LaRue: Ok had to stop by dollar store but I'm leaking.

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17:53:52 – Fetchick: Ur [You're] leaking ur [you're] wet for me huh hehe.
17:59:23 – LaRue: Lol [Laugh out loud]. That was leaving but yes I am.
17:59:47 – Fetchick: Haha ok baby oops.

On November 17, 2013, Joseph Fetchick was logged into XCAD from 0923 hours to 1331 hours while working an extra duty detail. During that time he exchanged 154 messages with LaRue. LaRue was logged into XCAD from 1349 hours to 0535 hours and recorded 16.25 hours on her time sheet. During that time she exchanged 141 messages with Joseph Fetchick. During the course of Joseph Fetchick's off duty detail he had a conversation with LaRue where they discussed what she should do about loud music coming from a nearby apartment. (Addendum Section 46)

11:38:01 – LaRue: Yes I agree. Ur [Your] freaking neighbor w [with] his loud ass music makes me wanna [want to] knock on his door.
11:38:24 – Fetchick: Do it baby put that sig [Sig Sauer] in ur [your] hand too.
11:38:24 – Fetchick: Lol [Laugh out loud].
11:38:53 – LaRue: I'll let u [you] handle it. That shit is loud.
11:40:32 – Fetchick: Ok.

NOTE: The Sig Sauer is the standard issue handgun of the Sheriff's Office.

During the course of LaRue's shift she has a conversation with Joseph Fetchick where she indicated she was going to lay down.

13:52:48 – LaRue: Outside w [with] me I had to log in.

NOTE: LaRue was watching Joseph Fetchick's children while he worked his extra duty detail.

13:54:56 – Fetchick: Ok honey.
13:56:26 – Fetchick: Be there in a sec[ond].
14:50:24 – Fetchick: Go home and sleep and I'll come to ur [your] house hehe.
15:21:13 – Fetchick: Baby u [you] home.
15:26:40 – LaRue: I was.
15:30:56 – Fetchick: I though u [you] was gonna [going to] nap baby.
15:30:56 – Fetchick: I guess u [you] got call out.
15:37:20 – LaRue: Who called me out.
15:39:28 – Fetchick: No I'm asking I though u [you] were going to lay down honey.
15:41:36 – LaRue: I am baby I had a few things to do.
15:41:36 – Fetchick: Ok I'm just checking baby I don't want nothing to happen to my beautiful Gf [girlfriend].

NOTE: According to the messages of November 17, 2013, LaRue ended her shift at 0523 hours. She sent a message to Joseph Fetchick at 0510 hours indicating she was en route. She sent a message to him at 0829 hours asking him to open the door. Joseph Fetchick worked an extra duty detail from 0923 hours until LaRue had to return to work and during that time the messages indicate LaRue was babysitting Joseph Fetchick's children.

During the course of LaRue's shift she had a conversation with Joseph Fetchick where she indicated she was "layering" someone's hair.

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16:43:28 – Fetchick: Ok how long u [you] gonna [going to] be doing reds hair

16:43:28 – LaRue: Just layering it not redoing it

On November 18, 2013, Joseph Fetchick was logged into XCAD from 0912 hours to 1632 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 85 messages with LaRue. Fetchick responded to a theft call at Milwee Middle School at 0948 hours [SCSO Event #20133220786]. According to the event screen the staff at Milwee Middle School told the complainant that Joseph Fetchick would not be on duty until 1100 hours, so the call was originally dispatched to Seminole Neighborhood Policing personnel. (Addendum Section 47)

During the course of Joseph Fetchick's shift he engaged in a sexually explicit conversation with LaRue.

14:12:00 – LaRue: I enjoyed the love making this am [morning] it straighten me out! That's what I be wanting sometimes just make love to me or rough sex me and I am back home. I like that kind of action baby. U [You] can't sit back and act like oh well She ready then I'll take care of it. No not gonna [going to] work for men [me]

14:12:00 – LaRue: Me!

14:18:24 – Fetchick: Ok here is the deal no ultimatums. Baby ill [sic] do what is needed but I'm not going to put up with the arguing and drama. Me and u [you] don't need to fight to have good love making. U [You] want me to fuck u [you] hard I can do that with out [sic] fighting. U [You] want to slap while we are having sex fine ill [sic] give u [you] rough. I'll stick this dick in u [you] hard then pull out and make u [you] work for this daddy dick. But I am not going to have another last night. You want this November baby I want u now I miss u [you] and I want to eat dinner so hurry ur [your] ass up. You need to communicate with me when u [you] want something I'm not a mind reader and I'm not always going to do what you want.

14:20:32 – Fetchick: U [You] don't get to choose when u [you] want time by urself [yourself]. U [You] want to b [be] alone, fine ill [sic] be in the other room. I have no problem with u [you] wanting space but I don't have to be in my own apartment for that

14:26:56 – LaRue: Ok I'm sorry but I just thought u [you] didn't want to be bothered after what happened! I was enjoying u [you] and sitting talking w [with] u [you]!! I don't have to be an ass to get sex from u [you] but when u [you] called me a bih [bitch] I was heated but I said I am not gonna [sic] fight w [with] him I'll just walk way before I fight u [you]. I don't want to fight w [with] u [you] either. U [You] already know u [you] want to be in another room for long so that's why I said alone time. I am not trying to mess up bc [because] I love ur [your] ass very much.

14:30:59 – Fetchick: Good now that is solved I need u [you] wait to let me rephrase that, u [you] need o be at my house by 430 bc [because] before me and u [you] go running tonight I want to fuck the shit out of u [you] in my apt [apartment] and then will [sic] go running. I don't want to hear baby no. Only daddy ill [sic] be right there.

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14:46:08 – LaRue: Lol [Laugh out loud]. I love it! I will be there bc [because] this pussy is still soak. Must be ovoluating n [sic] for sure craxy [sic] about u [you].

15:11:44 – LaRue: Sent image file [IMG_7039.jpeg] which is a picture of LaRue and Fetchick together

15:18:08 – Fetchick: Shit I'm going to get my dick tattooed with the husky log on it so u [you] can be fucked by a husky on a daily basis lol [laugh out loud].

15:20:16 – LaRue: Lmao [Laughing my ass off].

15:36:42 – Fetchick: Haha u [you] like that shit don't u [you].

15:37:07 – Fetchick: U [You] will be getting fucked and licked by a husky all at the same time lmao [laughing my ass off].

16:04:29 – Fetchick: I'm going to make that pussy tingle.

16:04:37 – LaRue: I bet.

16:06:03 – Fetchick: I might just let my pussy just get a taste of this dick and make u [you] beg for it.

16:10:10 – Fetchick: I'm 51 [en route] to apt [apartment] where u [you].

16:15:44 – Fetchick: U [You] have 15 mins [minutes] to get to my house or ur [you're] going to be beaten.

16:21:36 – Fetchick: Take this belt off and. Choke u [you] with it.

16:24:16 – Fetchick: I'm the Coochie killa lol [laugh out loud].

On November 19, 2013, Joseph Fetchick was logged into XCAD from 0838 hours to 1228 hours and recorded 5 hours on this time sheet. During that time he exchanged 23 messages with LaRue. (Addendum Section 48)

During the course of Joseph Fetchick's shift he had a conversation with Fowler where he asked to leave early for personal reasons. After being allowed to take personal time off by Fowler, he began a conversation with LaRue where he spoke negatively about Fowler.

10:13:04 – Fetchick to Fowler: Hey sgt [sergeant] I know your [sic] busy, something came up and I was wondering if I can [take] pto [personal time off] at 12. I sent you an email. Thanks.

10:13:04 – Fowler to Fetchick: Check your e-mail.

10:30:08 – Fowler to Fetchick: What has come up?

10:32:16 – Fetchick to Fowler: Sgt [Sergeant] it's personal and I don't want to discuss it so if it's an issue I just reschedule no big deal.

10:36:32 – Fowler to Fetchick: I understand. if you can reschedule I prefer you do that, if you can't then take care of it. let me know what your going to do.

10:44:08 – Fetchick to Fowler: Ok I appreciate it I'm going to take the time off. Thanks sgt [sergeant].

At 1049 hours, Fowler sent Joseph Fetchick the following email:

“In the future please do not schedule anything during school hours, I do not have a problem with you taking time off when there is no school, in fact I encourage it. There are only 180 days of school and I expect you to be there when school is in

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session. I realize your personal issues right now and sometimes you just can't schedule stuff when school is out or on the weekend, we'll address those on a case by case scenario."

11:19:12 – Fetchick: Baby this guy is a trip.
11:19:12 – Fetchick: Ill [sic] show u [you] the email.
11:21:20 – LaRue: Baby just tell him u [you] will reschedule and work.
11:21:20 – Fetchick: No I am off damn that, he isn't going to tell me when I can and can't use my pto [personal time off] and he and Brewster [Deputy Sheriff Adam Brewster] go on a cruise together.
11:21:20 – Fetchick: Lead by example and u [you] will have an argument.
11:21:20 – LaRue: Oh ok bc [because] that shit is annoying.
11:28:28 – LaRue: Lol [Laugh out loud].
11:23:28 – Fetchick: What me pto [personal time off] or someone telling me when I can use it.

On November 20, 2013, Joseph Fetchick was logged into XCAD from 0831 hours to 1657 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 62 messages with LaRue. LaRue was logged into XCAD from 1649 hours to 0531 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 118 messages with Joseph Fetchick. During the course of Fetchick's shift, he engaged in a sexually explicit conversation with LaRue. (Addendum Section 49)

15:28:38 – Fetchick: I'm eating choc [chocolate] thinking its u [you] hehe damn u [you] taste food lol [laugh out loud].
15:28:48 – LaRue: Make sure u [you] lick all the cream from the middle boo! Yummy!
15:47:11 – LaRue: Not enough time.
15:50:52 – Fetchick: If I get out of here at 4 I'm coming over to lick my pussy before u [you] go to dv [domestic violence] training

During the course of LaRue's shift she engaged in a sexually explicit conversation with Joseph Fetchick.

22:44:00 – Fetchick: How was ur [your] tacos baby.
22:48:16 – LaRue: Lol [Laugh out loud]! Thoughts of my pussy? Tacos were blah.
22:48:16 – Fetchick: U [You] are funny. I just closed my Eyes and through of the steak while thinking of my pussy who would've thought that is the same brown on the outside very pink in the middle lol [laugh out loud].
22:50:24 – LaRue: Lol [Laugh out loud].
22:50:24 – Fetchick: I want u [you] I even cleaned down there for u [you] lol [laugh out loud].

On November 21, 2013, LaRue was logged into XCAD from 1707 hours to 0548 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 185 messages with Joseph Fetchick. During the course of LaRue's shift she conducted a training evaluation of Deputy Sheriff Calix Ancion as part of the Field Training Program. LaRue made Joseph Fetchick aware that she had another deputy riding with her. During her shift, LaRue and Joseph Fetchick engaged in a

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sexually explicit conversation which culminated in Joseph Fetchick sending LaRue a picture of a penis. (Addendum Section 50)

19:16:38 – LaRue: Go ahead and eat baby I will have a 1012 [rider].
19:17:02 – Fetchick: Really civilian.
19:32:00 – LaRue: No it's Joey trainee that is riding for a few hours so I can evaluate him. I was gonna [going] [to] stop by for a few minutes and have him wait n [in] car.
19:32:00 – Fetchick: Ok baby axion lol [laugh out loud].
19:51:12 – LaRue: Yes 2 r [or] 3 hours.
19:59:44 – Fetchick: Ok baby can I come out and give u [you] a big ass kiss lmao [laughing my ass off].
19:59:44 – Fetchick: Jkjk [just kidding].
20:06:08 – LaRue: I am gonna [going] [to] come n [in].

21:59:12 – LaRue: Meet me somewhere.
22:00:51 – Fetchick: You don't want to meet me at my house.
22:00:59 – Fetchick: Tell me where to meet u [you].
22:03:28 – LaRue: Call me.
22:03:28 – Fetchick: Ok.
22:15:40 – Fetchick: Baby I'm 97 [on scene].
22:17:23 – LaRue: Ok 51 [en route] honey.

02:28:00 – Fetchick: I got something for sticking ur [your] tongue at me lol [laugh out loud].
02:32:16 – LaRue: What u [you] gonna [going to] do big daddy.
02:34:34 – Fetchick: What until I see u [you] momma.
02:34:24 – LaRue: I want that dick right now.
02:35:43 – Fetchick: Well this dick is nice and hard right now waiting on u [you].
02:38:25 – LaRue: Oh shit sounds relish [delish].
02:38:36 – Fetchick: it's waiting.

NOTE: Joseph Fetchick sent LaRue IMG-5613.jpeg which was a picture of a penis. (Addendum Section 1)

02:38:40 – Fetchick: You tell me.
02:38:40 – Fetchick: Lol [Laugh out loud].
02:40:48 – LaRue: Damn baby it looks ready.
02:42:56 – Fetchick: It is ready, no work needed :) well I'm going to sleep with ur [your] dick hard so comeover [sic] when u [you] can and get this monster.
02:42:56 – Fetchick: He wants to make u [you] scream this morning.
02:49:20 – LaRue: Oh shit.

On November 22, 2013, Joseph Fetchick was logged into XCAD from 0826 hours to 1627 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 99 messages with LaRue. (Addendum Section 51)

On November 24, 2013, Joseph Fetchick was logged into XCAD from 0856 hours to 1255 hours while working an extra duty detail. During that time he exchanged 52 messages with LaRue. (Addendum Section 53)

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On November 25, 2013, Joseph Fetchick was logged into XCAD from 0830 hours to 1634 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 80 messages with LaRue. LaRue was logged into XCAD from 1703 hours to 0531 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 83 messages with Joseph Fetchick. During the course of LaRue's shift she engaged in a sexually explicit conversation with Joseph Fetchick. (Addendum Section 54)

20:33:52 – LaRue: What's up.
20:34:26 – Fetchick: My penis lol [laugh out loud].
20:34:40 – Fetchick: Hehe I'm chillin [chilling] on the couch.
20:35:10 – LaRue: That shit better go down.
20:35:57 – Fetchick: I will when you come take care of it.
20:37:30 – LaRue: Lol [Laugh out loud].
20:38:59 – Fetchick: Oh that's funny to u [you].

Later in the shift LaRue engaged in a conversation with Joseph Fetchick where she indicates she is meeting him at his residence.

21:36:31 – LaRue: Outside.
21:37:40 – Fetchick: Food is done.
21:39:11 – LaRue: Ok.

On November 26, 2013, Joseph Fetchick was logged into XCAD from 0836 hours to 1701 hours and recorded 9 hours on this time sheet. During that time he exchanged 62 messages with LaRue. LaRue was logged into XCAD from 1704 hours to 0130 hours and recorded 8 hours on her time sheet. During that time she exchanged 46 messages with Joseph Fetchick. During the course of LaRue's shift, Joseph Fetchick informed her that he signed her up for an extra duty detail and she sent him a message indicating she is en route to meet with him. (Addendum Section 55)

18:54:42 – Fetchick: Baby I'm home.
18:55:44 – LaRue: Ok 51 [en route].
19:02:08 – Fetchick: Baby pick u [you] up the library from 3 to 6 pm baby.
19:04:16 – LaRue: When.
19:08:14 – Fetchick: Mond[ay] ur [your] off that day.

During the course of the same shift, Joseph Fetchick and LaRue engaged in a derogatory conversation while he is shopping at Walmart, and once he is finished LaRue again went to his residence.

00:15:44 – LaRue: How's shopping.
00:15:44 – Fetchick: It's bad I'm looking and seeing shit I don't need to be buying lol [laugh out loud]. I have Michael's stuff.
00:17:52 – Fetchick: Are u [you] still at the house baby.
00:20:00 – LaRue: Office now.
00:52:00 – Fetchick: People are straight up retarded. My New Years resolution is to lock everyone dumbass person up seriously.

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00:54:05 – LaRue: No boo.
00:54:08 – LaRue: B[e] nice.
00:54:08 – Fetchick: Baby u [you] should see the hood rat bitches in here like wow.
01:08:19 – Fetchick: Baby on my way to the house.
01:27:58 – LaRue: Me to [too].
01:28:01 – Larue: Too.

On November 28, 2013, Joseph Fetchick and LaRue worked an off duty detail at Walmart in Sanford. Joseph Fetchick was logged into XCAD from 1954 hours to 0205 hours and LaRue was logged in from 2148 hours to 0402 hours. During the extra duty detail they exchanged 90 messages. (Addendum Section 57)

On December 2, 2013, Joseph Fetchick was logged into XCAD from 0844 hours to 1626 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 138 messages with LaRue. (Addendum Section 61)

On December 3, 2013, Joseph Fetchick was logged into XCAD from 0835 hours to 1740 hours and recorded 9 hours on this time sheet. During that time he exchanged 74 messages with LaRue. LaRue was logged into XCAD from 1432 hours to 2140 hours and recorded 5.5 hours on her time sheet. During that time she exchanged 27 messages with Joseph Fetchick. During the course of Joseph Fetchick's shift he discussed with LaRue a conversation he had with his lieutenant and then engaged in a sexually explicit conversation with LaRue. (Addendum Section 62)

13:52:09 – Fetchick: Baby I am fine I promise me and Lt [Lieutenant] had a good talks and everything I'm cool.
13:52:23 – Fetchick: My concern is loving on u [you].
13:52:39 – Fetchick: And if I could I would love to have a baby with u [you].
14:39:44 – Fetchick: Baby I have to go to aspd [Altamonte Springs Police Department] and turn myself in. They found blood coming through the ceiling and the warrant was issued for my arrest of murder. They called me on the phone and I said I'm not turning myself in unless u [you] tell me who I murdered. They said Valencia Fetchick pussy. I said oh shit ok I confess ;) lmao [laughing my ass off].
14:41:42 – LaRue: Lmao [Laughing my ass off] hahaha I'm so fucking funny.

On December 4, 2013, Joseph Fetchick was logged into XCAD from 0844 hours to 1526 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 100 messages with LaRue. LaRue was logged into XCAD from 1707 hours to 0534 hours and recorded 12.5 hours on her time sheet. During that time she exchanged 87 messages with Joseph Fetchick. (Addendum Section 631)

On December 5, 2013, Joseph Fetchick was logged into XCAD from 0841 hours to 1800 hours and recorded 8.5 hours on this time sheet. During that time he exchanged 28 messages with LaRue. LaRue was logged onto XCAD from 1700 hours to 0551 hours and recorded 12.25 hours on her time sheet. During that time she exchanged 163 messages with Joseph Fetchick, and two other people. **NOTE: LaRue and Joseph Fetchick were using the group message function**

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available in Messages Application which allowed multiple people to participate in the conversation. During the conversation LaRue indicated she was getting food and bringing it to Joseph Fetchick and then they engaged in a sexually explicit conversation with two other people. (Addendum Section 64)

21:03:44 – LaRue: No prob[lem]. 51 [En route] Long line.
21:05:52 – Fetchick: Ok baby see if u [you] want to Altamonte we wouldn't have this lone line problem lmao [laughing my ass off].
21:18:07 – LaRue: I'm here boo.
23:16:48 – Red: Are y'all sitting next to each other.
23:16:49 – LaRue: Now is the fantabulous fours.
23:17:14 – Pooh: Lol [Laugh out loud] they better not be.
23:17:25 – Fetchick: Red mind ur [your] business I'm laying on her not sitting next to her.
23:17:27 – LaRue: Of course he is [i]n my ass.
23:17:44 – Pooh: Lol [Laugh out loud] ugh he do that.
23:17:55 – LaRue: Front [i]n back.
23:17:56 – Fetchick: All in it thumb and four fingers wiggle wiggle.
23:17:59 – LaRue: Poo he nasty.
23:17:59 – Red: Damn shame she can't even work in peace.
23:18:21 – Pooh: Lol [Laugh out loud] omg [oh my God] u [you] got some friends
23:18:30 – Red: Lmao [Laughing my ass off].
23:18:34 – Fetchick: She at my house shit so who is in who's ass.
23:18:51 – LaRue: He made me cum!!
23:20:13 – LaRue: We r [are] announcing our engagement.

NOTE: LaRue sent IMG_3142.jpeg which is a photograph of LaRue and Fetchick together.

On December 6, 2013, Joseph Fetchick was logged into XCAD from 0746 hours to 1447 hours and recorded 8.5 hours on his time sheet. During that time he exchanged 227 messages with LaRue and two other people using the group chat function in the Messages Application. **NOTE: Joseph Fetchick was not logged into XCAD for a full shift because he was placed on administrative suspension at approximately 1430 hours.** During the course of the conversation they discuss "robbing" someone and a joke was made about reporting Joseph Fetchick to the Sheriff's Office for not working. (Addendum Section 65)

09:15:28 – LaRue: We robbing that chic.
09:16:44 – Fetchick: In police world pooh when someone says their [sic] unemployed that's usually a clue.
09:17:36 – Pooh: A clue for what, I'm unemployed by choice going back to dec [December] 16 hater.
09:19:38 – Fetchick: We are gonna [going to] tell red that we are gonna [going to] take red and Brandon out for dinner and your [sic] paying for it. Red will be there and then while we stuff Brandon in a small box we will put red in and even smaller box and take that shit. Hopefully she didn't waste all her money on that purse. Then me and u [you] will open the purse and go have a romantic dinner with ur [your] new purse and reds money. The end lol [laugh out loud].
09:53:52 – Red: Let me call Seminole County and tell them ur [your] ass not working.

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09:55:45 – Fetchick: Call Seminole county on me I don't care and their going to be like [REDACTED] I know he is working I see him on the computer have a nice day.
10:06:40 – Fetchick: Yea Mountain Dew and dealing with this fine ass sgt [sergeant] that was all of me. I was like DAMN I didn't no [know] Seminole county's finest made house calls. Lol [Laugh out loud].
10:09:28 – Fetchick: Over.

On December 4, 2013, LaRue completed a Petition for Injunction for Protection against Repeat Violence and filed it with the Seminole County Clerk's Office. (Section XXX) LaRue was listed as the Petitioner and [REDACTED] Fetchick was listed as the Respondent. LaRue was seeking an injunction to prevent [REDACTED] Fetchick from having any further contact with her. According to LaRue's petition, [REDACTED] Fetchick was continuing to "harass" her by sending LaRue's husband "pictures of me hanging out with male friends – telling him that I am sleeping with her husband (estranged). I am a cheater, I am taking trips with her estranged husband, my husband does not deserve me and she hopes he finds another lover who will treat him right." LaRue also wrote, "On or about Nov 1 or 2 2013, [REDACTED] [Fetchick] continue to contact my employment and make false accusations that I am cheating with her estranged husband, I call her phone (not true), and demands a resolution – complaints have been unfounded due to her falsification." **NOTE: The messages exchanged between LaRue and Joseph Fetchick indicate the extra marital affair was occurring on or about November 1, 2013.** LaRue' also wrote, "Oct 21st, 2013 she sent my husband text messages that I had her estranged husband at my home and his car was in the garage." **NOTE: The messages exchanged between LaRue and Joseph Fetchick indicate she did have Joseph Fetchick at her residence on October 21, 2013 and his vehicle was parked in her garage.**

On December 18, 2013, LaRue testified under oath at a hearing related to the petition that was held before Judge Mark Herr. The injunction was not granted by Judge Herr.

On December 27, 2013, a recorded interview was conducted with Extra Duty Detail Coordinator Pam Ali. (Section XVI) According to Ali, she manages the PowerDETAILS program for the Sheriff's Office and is in charge of scheduling and billing extra duty details. Ali said there is a warning when you sign into PowerDETAILS telling the employee they must be familiar with the contents of General Order #31 and Enforcement Policy #40. Ali said employees are prohibited from signing in under another employee's PowerDETAILS login and from signing them up for extra duty details. According to Ali, she was contacted by LaRue in November 2013 via email and LaRue asked her to reset her PowerDETAILS password. (Section XV) Ali said at no time did LaRue inform her that the reason she was locked out of PowerDETAILS was because she had been allowing Joseph Fetchick to login under her account and he was the one who locked the account out. Ali said that if she had been made aware that was occurring, she would have notified her supervisor because it is now allowed.

On December 27, 2013, a recorded interview was conducted with [REDACTED] Fetchick. (Section XVII). According to [REDACTED] Fetchick, she has been married to Joseph Fetchick for four years. She stated that on December 5, 2013, she turned over her iPad to the Sheriff's Office for forensic examination. According to [REDACTED] Fetchick she signed into Joseph Fetchick's Messages account in September 2013. She indicated she did this on her own and not at the request of any

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employee of the Sheriff's Office. She said she signed into the Messages account to monitor where Joseph Fetchick was taking their children.

On January 2, 2014, a recorded interview was conducted with Sergeant Rachel Rados. (Section XVIII) According to Rados, she has been a sergeant assigned to the Longwood/Lake Mary Community since March 2013 and she has worked with LaRue during that time. Rados said when she originally came to the shift she held her shift briefing together with LaRue's shift until LaRue decided she wanted to hold her briefing separate from Rados' shift. Rados said she had seen Joseph Fetchick riding with LaRue; however, she was also aware that Lieutenant Adrian Youngblood and Deputy Sheriff Heather Stanley had seen Joseph Fetchick riding with LaRue. Rados said she is able to get in touch with LaRue, if she needs to speak with her; however, she rarely communicates with her during the course of her shift. She estimated in the previous 6-8 months she had only communicated with LaRue on the telephone four to five times. She said, "We don't see each other almost at all."

On January 2, 2014, a recorded interview was conducted with Deputy Sheriff Calix Ancion. (Section XIX) **NOTE: Ancion was not assigned to LaRue's shift when he completed the Field Training Program.** Ancion recalled riding with LaRue on November 21, 2013, as part of the Field Training Program. According to Ancion, he drove LaRue's vehicle during the training session. He could not recall the exact time that he was with LaRue, but he believed it was for "a few hours" prior to midnight. Ancion recalled LaRue being "on her phone a lot," sending text messages. He was not certain if she was using her personal or work cellular telephone. He did not believe it was an extraordinary amount of text messages. He said LaRue never took him to Fetchick's apartment in Altamonte Springs or to her beauty salon in Sanford. He said it was a productive training experience.

On January 2, 2014, a recorded interview was conducted with Deputy Sheriff Heather Stanley. (Section XX) According to Stanley, she works directly for Rados; however, when Rados is not working she reports to LaRue. Stanley said she believes she saw Joseph Fetchick riding with LaRue during a call for service on Lake Lucerne Circle in the Winter Springs area. **NOTE: On November 20, 2013, at 2010 hours, LaRue responded with Stanley and Deputy Sheriff Kyle LeGendre to 1174 Lake Lucerne Circle in reference to a well-being check. (Section XXI)** Stanley saw a person who she believed was Joseph Fetchick sitting in the passenger seat of LaRue's patrol vehicle. Stanley said she is always able to reach LaRue by telephone and the radio when she needs to. **NOTE: According to the messages between LaRue on Fetchick on November 20, 2013, they were meeting around 1944 hours and there is no communication between them from 1944 hours to 2235 hours. (Addendum Section 49)**

On January 2, 2014, a recorded interview was conducted with Deputy Sheriff Patrick Rehder. (Section XXIII) According to Rehder, he reports directly to LaRue. He said he has seen Joseph Fetchick riding with LaRue two times. He said on one occasion she responded to assist him on a call and Joseph Fetchick was sitting in the passenger seat of her vehicle, wearing civilian clothes. He said he did not think this was unusual because at the time he did not know Joseph Fetchick and just thought it was someone doing a ride along. He said the second time he saw them was at the Dairy Queen on Park Drive in Sanford. He said he went there to get some ice cream and he saw LaRue and Fetchick there together. He said he did not find this unusual because he thought "they were just

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friends and were enjoying ice cream together.” He said he is always able to get in touch with LaRue and she responds to his calls for service when needed.

On January 2, 2014, a recorded interview was conducted with Deputy Sheriff Jose Tirado. (Section XXIV) According to Tirado, he reports directly to LaRue. Tirado she he has seen Joseph Fetchick riding with LaRue “at least three times.” He said he never saw Joseph Fetchick while on calls for service. He said he would see him in the passenger seat of LaRue’s vehicle when he met with LaRue throughout the shift. He said he has seen Joseph Fetchick in uniform and another time in a black “Sheriff’s Office” t-shirt. He said he is always able to get in touch with LaRue when he needs to reach her.

On January 15, 2014, a recorded interview was conducted with Lieutenant Adrian Youngblood. (Section XXV) Youngblood is currently assigned to the Child Protective Services [CPS] Division, but prior to his current assignment he was a watch commander assigned to the West Division on Bravo Shift. His duties included supervising the sergeants, including LaRue, while he was working. Youngblood said he was always able to get in touch with LaRue when he needed to reach her. Youngblood recalled an incident where he responded to a crash scene at the intersection of Markham Woods Road and SR 434, Longwood. He said upon his arrival he saw LaRue at the crash scene, wearing her uniform, and driving her issued vehicle. Youngblood said he was aware LaRue was on PTO [Personal Time Off] that night, so he possibly thought she had taken PTO to work an extra duty detail. He said he asked LaRue about being on PTO and he said she laughed, but he could not recall what she said. Youngblood said he later checked CAD and did not see LaRue working an extra duty detail. Youngblood said, approximately two weeks later he drove past an off duty detail that Joseph Fetchick was working in the Altamonte area. He said when he drove by he saw LaRue at the location talking to Joseph Fetchick.

Youngblood said on a separate occasion he responded to a call in the Bookertown area and as he was driving to the scene, he saw LaRue’s vehicle approaching in the opposite direction. Youngblood said he slowed to a stop, so that he could be briefed by LaRue on the call, but LaRue kept driving. He said he motioned for her to stop and she did. Youngblood said he backed up to speak with LaRue and saw Joseph Fetchick in the passenger seat. He said Joseph Fetchick was leaning back in the seat, apparently trying to conceal himself from view.

Youngblood said based on the separate incidents he observed involving LaRue, he believed that LaRue and Joseph Fetchick were possibly having an extramarital affair. Youngblood believed that LaRue’s actions reflected negatively on her as an employee of the Sheriff’s Office. Youngblood believed that Joseph Fetchick’s actions reflected negatively on him as an employee of the Sheriff’s Office.

On January 15, 2014, a recorded interview was conducted with Lieutenant Jim Smithey. (Section XXVI) According to Smithey, he is LaRue’s direct supervisor. Smithey said, as a result of the complaint filed in October 2013, by Spellen, he spoke with LaRue. He said he spoke to LaRue about messages between LaRue and ██████████ Fetchick. According to Smithey, Larue said ██████████ Fetchick was “texting her.” Smithey said he directed LaRue not to send messages to ██████████ Fetchick anymore.

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Prior to the interview, Smithey was afforded the opportunity to review a message conversation that occurred between LaRue on Joseph Fetchick on October 10, 2013. Smithey said it was his impression that Joseph Fetchick left the campus of Milwee Middle School to meet with LaRue to have “sexual intercourse,” while Joseph Fetchick was on duty with the Sheriff’s Office. Smithey did not believe sending and receiving approximately 6000 text messages between September 30, 2013 and December 6, 2013, while on duty, was an effective use of Sheriff’s Office resources.

Prior to the interview Smithey reviewed a message conversation that occurred between LaRue and Joseph Fetchick on October 23, 2013. Smithey said it was his impression that LaRue and Joseph Fetchick engaged in “sexual intercourse” while LaRue was on duty with the Sheriff’s Office. According to Smithey, he is aware that LaRue is the owner of a beauty salon in Sanford. Smithey said he does not have a problem with LaRue going to her beauty salon to check on it during her shift; however, he said she is not allowed to perform services for the salon while she is on duty with the Sheriff’s Office.

Smithey believed both LaRue’s and Joseph Fetchick’s actions reflected negatively on them as employees of the Sheriff’s Office.

On January 15, 2014, a recorded interview was conducted with Deputy Sheriff Lee Pratt. (Section XXVII) According to Pratt, he has worked for LaRue for approximately one year. Pratt said he recalled seeing Joseph Fetchick riding with LaRue on one occasion. He said based on information he heard from others, as well as seeing him in her patrol vehicle, he believed LaRue and Joseph Fetchick were having an affair. Pratt said he is able to get in touch with LaRue throughout his shift.

On January 15, 2014, a recorded interview was conducted with Deputy Sheriff Marc Futch. (Section XXVIII) According to Futch, he has worked for LaRue since she was transferred to his shift [approximately one year]. Futch said he witnessed Joseph Fetchick riding with LaRue on at least two occasions while she was on duty. According to Futch, it is a “50/50 chance” of reaching LaRue when he needs to speak with her. Futch discussed an incident where LaRue gave him his evaluation in front of the entire shift, rather than in a private setting. He said there was one item on his evaluation that he wanted to discuss; however, he did not feel the group briefing was an environment that allowed him to do so. Futch said he didn’t believe LaRue would have changed the evaluation anyway. Futch said, based on his observations of LaRue and Fetchick, he believed they were having an affair.

NOTE: Deputy Sheriffs Kyle Legendre, Kyle Nickell, Sean Platter, Kevin Brown, Heather Chaudoin, and Paul Reiss were contacted and none of the deputies had anything to add to this investigation. All said that LaRue was available to them during their shift, responded to calls for service, and they never saw Joseph Fetchick riding with her. LeGendre said he did not know if Joseph Fetchick was riding with LaRue on November 20, 2013, because he does not know what Joseph Fetchick looks like. (Investigative Notes)

On January 17, 2014, a recorded interview was conducted with Fowler. (Section XXIX) According to Fowler, he is the direct supervisor for Joseph Fetchick. He said as the School Resource

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Deputy for Milwee Middle School Fetchick is responsible for the safety of the students, faculty, and staff at the school. He said Joseph Fetchick's work hours are 0830 to 1615 hours. He said Joseph Fetchick is required to notify the principal or the principal's secretary whenever he has to leave campus. Fowler said Joseph Fetchick does not have a set time for his meal break. He said in general the school resource deputies stay at the campus for lunch or go get something and bring it back.

Fowler explained that he resolved the complaint filed by Spellen in November 2013, by speaking to Joseph Fetchick and the other deputies involved. Fowler said during that inquiry he learned that Joseph Fetchick was possibly having an affair with LaRue. He said he counseled Joseph Fetchick and told him he should not have any contact with LaRue while he is working. He said if he has contact with LaRue while he is working an off duty detail, the conversation should occur because he needed to speak with a supervisor. Fowler said he also counseled Joseph Fetchick about not using other deputies to handle matters related to his wife for him. He told Joseph Fetchick to go through the proper channels to request the services of the Sheriff's Office. Fowler said he characterized the complaint as substantiated and he gave Joseph Fetchick verbal counseling.

Prior to the interview, Fowler was afforded the opportunity to review messages that were exchanged between LaRue and Joseph Fetchick on October 10, 2013 while Joseph Fetchick was on duty. Fowler said it was his impression that Joseph Fetchick left the campus of Milwee Middle School, during his work hours, to have sex with LaRue. Fowler said he did characterize Joseph Fetchick's actions as leaving his assignment without authorization.

Fowler said he would characterize Joseph Fetchick and LaRue exchanging over 6000 text messages, many of which were sexually explicit, during work hours as not an effective use of their time while on duty.

Prior to the interview, Fowler was afforded the opportunity to review a messages that were exchanged between LaRue and Joseph Fetchick on October 23, 2013, while LaRue was on duty. Fowler said it was his impression that "sexual contact was made" when LaRue met with Fetchick on October 23, 2013.

Fowler believed both LaRue and Joseph Fetchick's actions reflected negatively on them as employees of the Sheriff's Office.

On January 22, 2014, Joseph Fetchick and ██████████ Fetchick attended a hearing in front of Judge John Dean Moxley Jr., at the Brevard County Courthouse. (Section XXXIX) During the hearing Joseph Fetchick was sworn to tell the truth by Judge Moxley. During the hearing questions were asked by the judge, and the attorneys for ██████████ and Joseph Fetchick. The recording of the hearing captured the following:

Joseph Fetchick's attorney asked him, "Are you having an affair?" Joseph Fetchick replied, "At this time, no." Joseph Fetchick's attorney also asked Joseph Fetchick about text messages he had received from ██████████ Fetchick between 2012 and 2013. Joseph Fetchick was asked to estimate how many text messages he received during that period of time. He estimated it to be 1400 text messages. Judge Moxley asked Joseph Fetchick who "Valencia" was and he responded, "She's a friend of mine." ██████████ Fetchick's attorney asked Joseph Fetchick, "You denied having an affair

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with Valencia, who is a fellow officer, is that correct?” Joseph Fetchick responded, “That’s correct, I didn’t have an affair, I did not have an affair.” Joseph Fetchick went on to say he heard from his child that [REDACTED] Fetchick had been out on dates, so he believed he could go on dates.

On January 31, 2014, a recorded interview was conducted with Dr. Michelle Walsh. (Section XXXI) Walsh is the principal of Milwee Middle School. Walsh said she had a conversation with Joseph Fetchick when he was first assigned to Milwee Middle School where she outlined her expectations of him. She said her expectations were also spelled out in the School Resource Deputy contract between Seminole County Public Schools and the Sheriff’s Office. (Section XXXII) These expectations included notifying her, or her secretary when he [Fetchick] leaves the campus. She also told him that she expected Joseph Fetchick to be present during the school lunches, and also at the “patio” or cafeteria when students are arriving in the morning. Walsh said it is “hit or miss” in reference to Joseph Fetchick living up to her expectations. She said, “He wasn’t as regular as SRD’s [School Resource Deputies] as I have had in the past.”

Walsh relayed several incidents in which she needed Joseph Fetchick’s assistance and he was not on campus and had not notified anyone. On September 27, 2013, [REDACTED] [REDACTED] was attempting to “do bodily harm” to Walsh. Walsh said they needed Joseph Fetchick’s assistance and learned he was not on campus, attending training, and had failed to notify anyone. **NOTE: Walsh believed [REDACTED] had been taken into custody [REDACTED] however, no related CAFÉ Report could be located.** Walsh recalled three other incidents in which students were acting aggressive and they were unable to locate Joseph Fetchick.

Walsh recalled counseling Joseph Fetchick in reference to an inappropriate comment he made to Dean Alexandra Razgha. Walsh said Razgha reported to her that Joseph Fetchick had said to a student, “This [Chick-fil-A food] is for my baby’s mama.” **NOTE: At the time Razgha was noticeably pregnant.** Walsh said she counseled Joseph Fetchick in reference to the comment being inappropriate. Walsh believed Joseph Fetchick was immature and “just didn’t think.” She said he was making bad choices.

Walsh said Joseph Fetchick spoke openly to school employees about his family situation. Walsh said she was aware that Joseph Fetchick had three children and he and his “ex” were not getting along. Walsh was aware that Joseph Fetchick was “involved with” another Sheriff’s Office employee; however she did not know the identity of the person. **NOTE: Walsh believed the person Joseph Fetchick was having a relationship with worked an extra duty detail at Milwee Middle School; however, PowerDETAILS records show Joseph Fetchick worked the detail in question. (Section XXXIII)**

On January 31, 2014, a recorded interview was conducted with Alexandra Razgha. (Section XXXIV) Razgha is a school Administration Manager at Milwee Middle School. Razgha recalled an incident that occurred on October 3, 2013. She said as she was leaving the cafeteria Joseph Fetchick said to her, “I may sound rude, but you’re going to be huge.” Razgha was pregnant at the time and believed Joseph Fetchick meant this comment in relation to her pregnancy. Razgha recalled another incident that occurred on October 8, 2013, when she had a discussion with Joseph Fetchick concerning a student. She said the next day they apologized to each other concerning the discussion.

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Razgha said on October 10, 2013, she was standing on the car ramp with a student, Matthew Duham, and a Para-Professional, Sydney Farmer, when Joseph Fetchick approached carrying a Chick-fil-A bag. Razgha said Duham asked Joseph Fetchick if the food was for him and Joseph Fetchick replied, "No it is for my unborn child." Razgha believed Joseph Fetchick was implying that he was the father of her unborn child. Razgha did not believe Duham realized what Joseph Fetchick was saying. **NOTE: Duham was questioned and had no recollection of the conversation. (Investigative Notes)** Razgha said the comment "did not sit well with me." Razgha said she told Joseph Fetchick that the comment was unprofessional, disrespectful towards her and her boyfriend, and made her feel uncomfortable. Razgha said she notified Walsh of the comment. Razgha said Joseph Fetchick is "very open about his personal life." She said he spoke openly about the issues he was having with his wife. Razgha said she was aware of incident, which she did not witness, where Joseph Fetchick handcuffed a sixth grade student and shoved him against a wall, and then did not accurately relay the information on what occurred to the child's parent. Razgha believed Joseph Fetchick's actions reflected negatively on him as an employee of the Sheriff's Office.

On January 31, 2014, a recorded interview was conducted with Farmer. (Section XXXV) Farmer is a Para-Professional at Milwee Middle School. According to Farmer, she recalled the incident involving Joseph Fetchick and Razgha. She said she was standing with Razgha when Joseph Fetchick approached carrying a Chick-fil-A bag. She recalled Joseph Fetchick saying he brought Razgha breakfast because "he was the baby daddy." Farmer believed the comment was inappropriate. Farmer believed Joseph Fetchick's actions reflected negatively on him as an employee of the Sheriff's Office.

On January 31, 2014, a recorded interview was conducted with Kelly Napierata. (Section XXXVI) Napierata is a Behavior Specialist at Milwee Middle School. Napierata recalled an incident involving Kobe Wilkerson and Joseph Fetchick that occurred the second week of school. She said Wilkerson had behavioral issues and was not receptive to Napierata speaking to him. Napierata said Joseph Fetchick began speaking to Wilkerson about what happens when you become an adult and you don't have self-control. Napierata said Wilkerson responded by saying he did not care because his family members had been arrested. Napierata said Joseph Fetchick told Wilkerson to stand up and then he [Joseph Fetchick] placed Wilkerson against the wall and handcuffed him. Napierata said initially Wilkerson did not care; however, after having his head against a brick wall for several minutes he began to cry. Napierata said Joseph Fetchick was holding onto Wilkerson's hands and saying into his ear, "This is what happens, how does it feel?" Napierata said Wilkerson began to pull his hands and Joseph Fetchick told him to stop, so he could release the handcuffs. Napierata said Wilkerson continued to cry and was obviously embarrassed. Napierata said she did not know if placing Wilkerson in handcuffs was something that Joseph Fetchick normally did, so she suggested that he call Wilkerson's parent. She said Joseph Fetchick called Wilkerson's mother and told her he was trying to teach Wilkerson a lesson so he "let him feel what the handcuffs felt like." Napierata believed Joseph Fetchick's description to the parent did not accurately convey what occurred. Napierata said she did not witness Wilkerson commit a crime, or anything that would warrant Wilkerson being placed in handcuffs. Napierata believed Joseph Fetchick's actions were not appropriate and reflected negatively on him as an employee of the Sheriff's Office.

On January 31, 2014, a recorded interview was conducted with Luis Alvarado. (Section XXXVII) Alvarado is a Dean of Students at Milwee Middle School. Alvarada recalled the incident

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involving Joseph Fetchick and Wilkerson. Alvarado said after speaking with Wilkerson, Joseph Fetchick placed Wilkerson in handcuffs. Alvarado said he did not witness Wilkerson commit a crime or threaten anyone. He did not believe Joseph Fetchick's actions were appropriate. Alvarado also recalled Joseph Fetchick calling Wilkerson's parent. He believed Joseph Fetchick gave the parent the impression he was trying to educate Wilkerson. Alvarado believed Joseph Fetchick's actions reflected negatively on him as an employee of the Sheriff's Office. He did not believe "scared straight" was the "best way to go about it."

On February 7, 2014, a recorded interview was conducted with Kobe Wilkerson. (Section XXXVIII) Wilkerson is a student at Milwee Middle School. Kobe recalled getting in trouble approximately the second week of school. Kobe said Joseph Fetchick put him in handcuffs after Joseph Fetchick asked him if he had ever been handcuffed. Kobe said it did not upset him when he was put in handcuffs. Kobe said he was only in trouble with the school and hadn't committed a crime. Kobe said Joseph Fetchick asked him "does that hurt," and he replied, "No."

On February 25, 2014, a post-Garrity recorded interview was conducted with Joseph Fetchick. (Section XL) Joseph Fetchick's attorney, Mitchell Krause, was also present for the interview. According to Joseph Fetchick, he has been married to ██████████ Fetchick for four and a half years. Joseph Fetchick said they have been separated since May 2, 2013. Joseph Fetchick said, prior to being placed on administrative suspension, his work hours were from 0830 hours to 1615 hours. Joseph Fetchick said he generally logged into CAD every day that he was working. According to Joseph Fetchick, the email address husky24@cfl.rr.com belongs to him. Joseph Fetchick did not believe the number of messages he exchanged with LaRue while he was on duty constituted neglect of duty. He said, "I was still doing what I was supposed to be doing."

According to Joseph Fetchick, he was on the telephone with LaRue on October 1, 2013, when he informed her there were available extra duty details that "had been sitting there for a while" and she should sign up for them. **NOTE: Joseph Fetchick signed LaRue up for Job #23984 at 1531 hours [31 minutes after it became available to sign up].** Joseph Fetchick later changed his testimony and said after he sent LaRue the messages concerning the details he called her on the telephone. Joseph Fetchick admitted he signed LaRue up for the details using her login. Joseph Fetchick denied that there was a prior arrangement for him to sign LaRue up for details; however, he later admitted "she was aware on that day." Joseph Fetchick said LaRue gave him her PowerDETAILS username and password. Joseph Fetchick said he could not recall if he signed LaRue up for the La Pontranca Bar Detail on October 16, 2013. **NOTE: The messages and PowerDETAILS records for October 16, 2013, indicate Fetchick signed LaRue up for the detail, but she ultimately did not work it.**

Joseph Fetchick was questioned about the messages that indicate he left Milwee Middle School on October 10, 2013, and went to LaRue's residence to engage in sexual contact. Joseph Fetchick agreed that it would be a violation of agency written directives, but he denied that it occurred. Joseph Fetchick said "we talked about, but I never did that." Joseph Fetchick said, "We talked about having sex a lot on there, but that doesn't mean I did it." It was pointed out to Fetchick that on the day in question he informed LaRue that he was leaving the school, he provided her with updates as to his location, and then there was discussion once he arrived if he knew where the key to her residence was located. Joseph Fetchick responded, "That's correct." Joseph Fetchick

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continued to state that it never happened and “we were role playing.” Joseph Fetchick said he did leave the school, but it was to run bank errands, and “I never went to her house.” **NOTE: The messages indicate Joseph Fetchick said he was leaving the school at approximately 1305 hours and arrived at LaRue’s residence at approximately 1327 hours [22 Minutes later]. According to Google Maps it takes between 16 minutes and 19 minutes, depending upon which route you choose to go from Milwee Middle School to LaRue’s residence.**

Joseph Fetchick was questioned about his conversation with LaRue that occurred on October 23, 2013, where he requested her to come to his residence for “make up sex.” Joseph Fetchick responded, “No, I don’t recall but, no we never had sex at my house while she was in uniform or at work that never happened.”

Joseph Fetchick was asked if he believed his conversation with LaRue on November 1, 2013, concerning a meeting he was going to have with Fowler, was disrespectful towards Fowler. Joseph Fetchick responded, “Yes and no.” He went on to explain that he believed Fowler did not like him and he had been in Fowler’s office quite a few times. He said during a telephone conversation with LaRue she initially said Fowler “can be an ass at times,” but he is generally a good guy. Joseph Fetchick said the comments were made while he was emotional. However, Joseph Fetchick said he did not believe it was disrespectful because it was a private conversation between two people. Joseph Fetchick went on to say, “I don’t believe any of this [messages] is disrespectful when two people are having a private conversation, now obviously if it gets out in the open then you know people say what they feel.” Joseph Fetchick also did not believe a similar conversation he had with LaRue on November 19, 2013, concerning Fowler was disrespectful towards him because it was a private conversation and was not said to Fowler.

Joseph Fetchick said he did not recall sending LaRue a picture of a penis on November 22, 2013. Joseph Fetchick said he did recall sending LaRue a picture of a penis, but he did not recall it being sent when she was working. Joseph Fetchick was shown that the date and time he sent the photograph was recorded in the messages as November 22, 2013, at 0238 hours, which is when LaRue was working. Joseph Fetchick said he did send a picture of a penis to LaRue, but he did not recall it occurring in November. Joseph Fetchick was asked if the photograph of the penis, which he reviewed prior to the interview, was the same one he sent LaRue and he replied, “Yes, I’ve only taken one picture like that.”

Joseph Fetchick identified “Pooh” and “Red” as LaRue’s sisters. Joseph Fetchick said he did not believe the conversation he had on December 6, 2013, with “Pooh” and “Red” was inappropriate because it was a private conversation and “we were just kidding around.”

Joseph Fetchick was asked whether or not he believed LaRue’s sworn written statement in her December 4, 2013, petition for injunction against ██████████ Fetchick, concerning ██████████ Fetchick making false allegations that she [LaRue] was “cheating with her husband” was deceptive. Fetchick responded, “At that time all it was, was text messaging and a picture.” He said, “It didn’t become sexual until a few months ago.” Joseph Fetchick went on to say the sexual relationship began “right after my birthday, November 6th.” Joseph Fetchick acknowledged that LaRue’s statement of December 4, 2013, was deceptive due to their sexual relationship starting on or about November 6, 2013. **NOTE: Although Joseph Fetchick claimed the sexual relationship started**

in November 2013, he exchanged messages with LaRue on September 30, 2013 where they mutually referred to his bed being “our” bed and Joseph Fetchick indicated he had something for her to look forward to when she arrived home. On October 1, 2013, Joseph Fetchick and LaRue exchanged messages where they discussed having sexual contact that morning.

Joseph Fetchick did not characterize the statements he made during his court hearing on January 22, 2014, as being deceptive. He said he did not believe he was having an affair because he had been separated from his wife since May 2, 2013. Joseph Fetchick said he did not have an affair with LaRue prior to May 2, 2013.

Joseph Fetchick denied making the statement to Razgha concerning her being “his baby’s momma.” Joseph Fetchick said that he said, “Dean Razgha I’ve got food for your unborn child.” Joseph Fetchick said Razgha later told him what he said was inappropriate. Joseph Fetchick said he was called into Walsh’s office and she accused him of saying something inappropriate to Razgha. Joseph Fetchick said he told Walsh, “Okay, I said it and it won’t happen again.” Joseph Fetchick said he did not intend for the comment to be disrespectful. Joseph Fetchick also denied Walsh’s claims that he left the campus without notifying anyone. Joseph Fetchick said he would let the dean know when he was going to be off campus. He said he was always at lunch duty when he was supposed to be there.

Joseph Fetchick admitted to handcuffing Wilkerson in September 2013, but he did not believe it was disrespectful towards Wilkerson. Joseph Fetchick said he was showing Wilkerson what it would be like for him in the future if he gets arrested. Joseph Fetchick said after he released Wilkerson from the handcuffs, he offered to take Wilkerson to play basketball and become his mentor. Joseph Fetchick said, “I didn’t feel I did anything wrong.” However, Joseph Fetchick acknowledged that Wilkerson had not committed a crime. Joseph Fetchick said he believed his explanation to Wilkerson’s mother was “very accurate.”

Joseph Fetchick was asked if he believed his actions concerning sending sexually explicit text messages while he was on duty or to LaRue while she was on duty reflected negatively on him as an employee of the Sheriff’s Office. Joseph Fetchick replied, “If the conversations between two consenting adults on a private cell phone when the General Orders doesn’t state that to be on con...um conducting unbecoming, sexual, having sex on duty yes. Talking like that either with Sergeant LaRue or when I was...I’m going to say when I was married cause to me she...she would sign it we would be divorced, um it’s the same thing I mean I lo...I’m saying...I’m not saying what I did was right cause it’s out in the open so, obviously to everybody else that does look precede to look bad, but behind closed doors I’m no different than any other cop that would sit there and...and send some messages to their girlfriend or their wife.”

Joseph Fetchick did not have any other information to add at the conclusion of the interview and allowed his attorney to speak on his behalf. Krause pointed out that at the conclusion of the October 10, 2013, incident Joseph Fetchick referred to something being a hoax. Krause asserted that Joseph Fetchick was indicating on that day that the preceding conversation concerning going to LaRue’s residence to engage in a sex act was a “hoax.” **NOTE: The last message concerning going to LaRue’s residence is sent by LaRue to Fetchick at 1416 hours. The subsequent messages referring to a hoax start at 1454 hours, and go on to discuss an incident that was a**

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hoax at the school and do not refer to the visit to LaRue's residence. Krause went on to say Joseph Fetchick only signed LaRue up for off duty details with her permission, to do her a favor. Krause said Joseph Fetchick did not believe he was having an affair because he had been separated from his wife in May 2013. Krause said the messages were meant to be private conversations between two consenting adults. Krause said he did not believe the conversations about other employees were disrespectful because they were private conversations between two people and were not public comments. Krause said Wilkerson did not have a problem with being handcuffed. Krause believed the comment made by Joseph Fetchick to Razgha was not the best thing to say but was taken out of context.

Based on the testimony Joseph Fetchick gave during his administrative interview he was additionally charged with a violation of General Order #1, XII.C.2. False Statements and Reports.

On February 26, 2014, a post-Garrity recorded interview was conducted with LaRue. (Section XLI) LaRue identified ██████████ Fetchick as Joseph Fetchick's "soon to be ex-wife." LaRue acknowledged she is aware that ██████████ and Joseph Fetchick are still married. LaRue also acknowledged that she [LaRue] is still currently married. LaRue said she has been separated from her husband for "about seven or eight months." LaRue said her work hours were 1730 hours to 0530 hours. LaRue said she was not certain of Fetchick's work hours, but believed they were either 0830 hours to 1530 hours or 0900 hours to 1400 hours. LaRue identified the telephone number ██████████ ██████████ as the one associated with her personally owned cellular telephone. LaRue said in her opinion the number of messages she exchanged with Fetchick [over 6000] did not interfere with her ability to carry out her duties.

LaRue acknowledged she gave Joseph Fetchick her PowerDETAILS login information. She said she gave it to him when they were on the telephone discussing a detail that was opening soon, and she wanted him to sign her up for it. She then said she didn't remember if she was on the phone or "if we were texting." LaRue said she was not familiar with the "new system" [PowerDETAILS] and couldn't figure out how to use it. She said she had contacted Ali several times about PowerDETAILS. **NOTE 1: At the conclusion of the interview, Ali was contacted and had no recollection of LaRue contacting her in reference to not being able to use PowerDETAILS. (Investigative Notes) PowerDETAILS records revealed LaRue worked seven extra duty details using PowerDETAILS between June 16, 2013 - September 12, 2013. (Section XLIII)** LaRue said she could not recall being on the telephone with Joseph Fetchick on October 16, 2013, when he signed her up for the La Potranca detail. LaRue said she did not recall ever working that detail.

LaRue was asked about the October 10, 2013, incident where messages were exchanged between her and Joseph Fetchick indicating Joseph Fetchick left the school and traveled to her residence to engage in sexual contact. LaRue acknowledged that would constitute a violation of Sheriff's Office written directives; however, she said "that's not what occurred." LaRue said, "We were just joking." LaRue said a lot of what was said during the messages did not happen. LaRue denied that Fetchick came to her residence. LaRue characterized many of the text messages as "clowning." LaRue was asked if a reasonable person who read the messages would conclude that Fetchick left the school and traveled to her residence to engage in a sex act and LaRue replied, "Anybody can read those text messages. I was at my house, so I would know...I would know if he

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came to my house or not,” and, “Ah listen I read stuff every day. I can assume that it’s true, and I can assume that it’s not true. If it happened it happened, if it didn’t it didn’t.”

LaRue was asked about the October 23, 2013, messages which indicated LaRue, while on duty, went to Joseph Fetchick’s residence to engage in “make up sex.” LaRue denied going to Joseph Fetchick’s residence that night. LaRue characterized those messages as “clowning around.” LaRue said she and Joseph Fetchick were aware that [REDACTED] Fetchick was reading their messages, so they were just “clowning around.” LaRue said they became aware that [REDACTED] Fetchick was reading the messages on October 6, 2013, or October 7, 2013. LaRue was asked if the messages were made up knowing that [REDACTED] Fetchick was reading them and she replied, “A lot of that was just drama, just casual conversation, with the kids, the photos. It was just casual conversation.”

LaRue did not believe the conversation she had with Joseph Fetchick on November 1, 2013, where she referred to Fowler as an “ass” was disrespectful towards Fowler. She indicated she did not believe it was disrespectful because it was not said directly to Fowler. LaRue characterized the messages as just venting and said, “All supervisors can be like that at times.” LaRue was questioned as to whether or not she believed it was an inappropriate conversation for her to have with Joseph Fetchick since she was a supervisor and he was a subordinate employee and LaRue replied, “No cause we’re best friends. No. It...it wouldn’t be if he said I was going to tell Neal that directly I would tell him no you don’t need to do that. That’s disrespectful.”

LaRue was asked about the message she sent Joseph Fetchick on November 1, 2013, while she was on duty indicating she was “doing hair.” LaRue denied performing services at her beauty salon while she was working. She said she would send Fetchick messages like that “if he got on my nerves,” so he would leave her alone. **NOTE: LaRue chose to send Joseph Fetchick a message indicating she was busy performing services at her secondary business, rather than tell him she was busy with Sheriff’s Office business.** LaRue said she would only stop by her secondary business to “do paperwork” or to use the restroom. She denied performing services at the beauty salon while she was on duty with the Sheriff’s Office.

LaRue said the email she sent Ali on November 15, 2013, concerning being locked out of PowerDETAILS was accurate. She denied that Joseph Fetchick locked her out of PowerDETAILS. It was pointed out to LaRue that the conversation she had with Joseph Fetchick on October 29, 2013, indicating Joseph Fetchick had locked her out. LaRue indicated Joseph Fetchick did try to go into her PowerDETAILS account, but she said, “That was for me, I locked myself out.” **NOTE 1: On October 29, 2013, messages were exchanged between Joseph Fetchick and Larue where he informed LaRue that he could not access her PowerDEAILS account. She informed Fetchick she had changed the password and wrote, “Yes so u [Fetchick] locked me out.” NOTE 2: At the conclusion of the interview PowerDETAILS login records were obtained and revealed there were no attempts to log into LaRue’s PowerDETAILS account after October 29, 2014 [the date Joseph Fetchick locked her out of the account] and November 15, 2013 [the date in which LaRue sent the email to Ali indicating she had locked herself out of her account]. The records revealed the next successful login to LaRue’s account occurred on November 18, 2013. (Section XLIII)**

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LaRue was asked if she believed it was inappropriate for Joseph Fetchick to have sent her a picture of a penis on November 22, 2013, while she was on duty with the Sheriff's Office and she replied, "Why not? I mean as far as personal text messaging, I understand that she gave up her information to you all, but who I text on my personal phone that I pay the phone bill for I don't understand why it's such a problem. I didn't send him anything sexually explicit while I was working. I can't control what comes through my phone while I'm working. I could have had other stuff come through my phone from my husband or from my friends, I mean I can't control that I'm working." **NOTE: Earlier in the interview LaRue stated they were aware a third party, ██████████ Fetchick, was monitoring their messages.**

LaRue identified "Pooh" and "Red" as her sisters. LaRue denied giving one of her sisters ██████████ Fetchick's cellular telephone number. LaRue said ██████████ and Joseph Fetchick got their taxes done by her sister, "Red," and that is how she obtained the number.

LaRue was asked to explain why Joseph Fetchick was seen by several members of the Sheriff's Office riding in her patrol car. LaRue went into a lengthy explanation about having several other people riding with her, including her husband and a county commissioner. LaRue said she was unaware of any policy violation associated with Joseph Fetchick riding in her patrol car since he was an employee of the Sheriff's Office. LaRue said she did not neglect her shift when Joseph Fetchick was riding with her. LaRue said her husband rode with her two times and the commissioner rode with her one time. LaRue surmised that the members of her shift could be mistaken since Joseph Fetchick, her husband, and the commissioner are all white males.

LaRue was questioned about the incident where Youngblood saw her in uniform, and operating an agency vehicle, at a crash scene, as well as the assumption Youngblood made about the situation. LaRue responded, "Okay I was PTO in uniform. I was going to go to work. There was... it was I was going to work a detail for somebody and they cancelled. It wasn't on the computer but I was cancel. There was a crash that occurred in front of me. I'm in a marked car in a uniform. I have to stop. That's part of the General Orders. That's why I stopped." LaRue was further questioned about the detail she said she was going to work, since Youngblood testified he checked CAD that night and never observed LaRue working a detail. LaRue responded, "I did not say I worked a detail. There was a conversation between me and another employee about me working for them, but they changed their mind at the last minute." LaRue could not recall which detail she was going to work, but did recall the other employee who was supposed to work the detail was Joseph Fetchick. However, LaRue said Joseph Fetchick ended up not working the detail either. LaRue could not recall who ultimately worked the detail. LaRue said in reference to her conversation with Youngblood, "I said I'm glad you're here cause I was getting ready to go to work, and then on my way there it was cancelled so, I don't know what he said." **NOTE: Youngblood was contacted and said LaRue never informed him that she was going to work. (Investigative Notes)**

NOTE: At the conclusion of the interview Sheriff's Office CAD records were searched in an effort to locate the crash Youngblood and LaRue had discussed during their interviews. The crash was identified as Sheriff's Office Event #20131101664. (Section XLII) The event report revealed the crash occurred on April 20, 2013, at 1726 hours. A check of the West Division PTO System revealed an approved PTO record for that same night for LaRue. A check of PowerDETAILS records revealed two details that Joseph Fetchick had been signed

up to work for April 20, 2013. Fetchick had signed up for the Pint American Gastropub detail [Job 20794] which started at 2200 hours; however Fetchick cancelled that detail on April 16, 2014 at 0658 hours. Fetchick had also been signed up to work the La Potranca Bar detail [Job #20810] which started at 2215 hours. Fetchick cancelled this detail on April 20, 2013, at 1756 hours. The La Potranca Bar detail is located within 10 miles of the location where the crash occurred and takes approximately 15 minutes to drive that distance; however LaRue was at the crash scene 4.5 hours prior to the start of the detail. (Section XLIV)

LaRue did not believe her sworn written statement contained in the petition for injunction she filed against ████████ Fetchick on December 4, 2013, was deceptive. LaRue indicated she was not having an affair with Joseph Fetchick on November 1, 2013. **NOTE: The petition was written by LaRue on December 4, 2013.** LaRue was asked if she was having an affair with Joseph Fetchick. LaRue asked for the interviewer's definition of an affair and was provided the following "a sexual relationship with another person outside of your marriage." LaRue responded, "That was, yeah but that was like late December." LaRue said, "We have always been best friends," but said the sexual relationship began sometime in late December, after she and Joseph Fetchick were placed on administrative suspension. **NOTE: Although LaRue claimed the sexual relationship started in late December 2013, Joseph Fetchick testified it began in early November 2013. Joseph Fetchick and LaRue exchanged messages on September 30, 2013 where they mutually referred to his bed, being "our" bed, and Fetchick indicated he had something for her to look forward to when she arrived home. They also exchanged messages on October 1, 2013, where they described sexual contact they had that morning.**

LaRue was asked if she believed Joseph Fetchick's sworn testimony given during a court hearing on January 22, 2014, where he denied currently having an affair, was accurate. LaRue said she could not answer that because she was not there and not know what he meant by that statement. **NOTE: Both Larue and Joseph Fetchick testified in their interviews the affair began prior to January 22, 2014.**

LaRue said she has not taken any corrective action concerning Joseph Fetchick sending her sexually explicit text messages while she was on duty. LaRue indicated Joseph Fetchick only sent her "one" sexually explicit text message [referring to the picture of a penis]. It was pointed out to LaRue that many of the messages exchanged between her and Joseph Fetchick described sexual acts in great detail. LaRue said she did not believe the messages were sexually explicit.

LaRue was asked, "Do you believe your actions concerning sending sexually explicit text messages while on duty or to Deputy Fetchick while he was on duty reflect negatively on you as an employee of the Sheriff's Office?" LaRue asked if investigators were aware of how many messages she exchanged with Fetchick while they were working, and was informed that between September 30, 2013 - December 6, 2013 they exchanged over 6,000 messages. Larue indicated her actions did not reflect negatively on her. LaRue also did not believe her actions reflected negatively on the Sheriff's Office and stated, "How does it bring discredit to the Sheriff's Office. I didn't release my personal information to you," and, "No...I...no."

LaRue concluded the interview by indicating that she had been friends with Joseph Fetchick for five and a half years, but she again asserted the sexual relationship only began in late December

2013. LaRue also said Joseph Fetchick was aware that [REDACTED] Fetchick was seeing their messages. LaRue also said, "So, I mean this...this has snow-balled into something that it should not have snow-balled into. And it's you know me being charged with six allegations because of what a disgruntled, soon to be ex-wife has stated and you even know that I called you in reference to me getting an injunction because there was just too much." **NOTE: LaRue had previously contacted Inspector Conway and informed him she may seek an injunction against [REDACTED] Fetchick.**

Based on the testimony LaRue gave during her administrative interview she was additionally charged with a violation of General Order #1, XII.C.2. False Statements and Reports.

NOTE: Joseph Fetchick and LaRue both asserted that their message conversations were not disrespectful or inappropriate because they characterized them as private conversations between two people. However, LaRue said they were both aware that a third party, [REDACTED] Fetchick, was monitoring all of the conversations since approximately October 6 or 7, 2013.

FACTS AND FINDINGS

Refer to Conclusions.

CONCLUSIONS

Following an investigation by the Professional Standards Division, the allegations have been assigned the following findings based upon the legal standard of preponderance of the evidence:

Sergeant Valencia LaRue:

In Count 1, the alleged violation of General Order #1, XI.B.1., Conduct Unbecoming, as it relates to employees shall conduct themselves at all times, both on and off duty, in such a manner as to reflect favorably on the Sheriff's Office. Unbecoming conduct shall include that which violates the values and organizational philosophy of the Sheriff's Office, canons of ethics or written directives, that which brings the agency into disrepute or reflects discredit upon the individual as an employee, and that which impairs the operation or efficiency of the Sheriff's Office, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. Between September 30, 2013 and December 6, 2013, Joseph Fetchick exchanged approximately 6000 messages with LaRue, while either one or both of them were on duty with the Sheriff's Office.
2. Many of the messages LaRue sent to Joseph Fetchick were sexually explicit and described various sexual acts they had engaged in or were going to engage in.
3. On November 22, 2013, Joseph Fetchick sent a photograph of his penis to LaRue while she was on duty with the Sheriff's Office, and LaRue testified she did not take

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- any corrective action as it relates to this because she did not believe it was inappropriate.
4. Several employees of the Sheriff's Office testified that they saw Joseph Fetchick riding in LaRue's patrol car during the course of her shift.
 5. Lieutenant Adrian Youngblood testified that based on his observations of LaRue's activities while working, he believed LaRue was having an extramarital affair with Joseph Fetchick.
 6. Deputy Sheriff Lee Pratt testified that based on his observations of LaRue's activities while working, he believed LaRue was having an extramarital affair with Joseph Fetchick.
 7. Deputy Sheriff Marc Futch testified that based on his observations of LaRue's activities while working, he believed LaRue was having an extramarital affair with Joseph Fetchick.
 8. Youngblood believed LaRue's actions reflected negatively on her as an employee of the Sheriff's Office.
 9. Lieutenant Jim Smithey believed LaRue's actions reflected negatively on her as an employee of the Sheriff's Office as it relates to her traveling to Joseph Fetchick's residence on November 22, 2013, while she was on duty to engage in sexual contact.
 10. Sergeant Neal Fowler believed LaRue's actions reflected negatively on her as an employee of the Sheriff's Office as it relates to her traveling to Joseph Fetchick's residence on November 22, 2013, while she was on duty to engage in sexual contact.
 11. On December 4, 2013, LaRue completed a Petition for Injunction for Protection against Repeat Violence and filed it with the Seminole County Clerk's Office.
 12. LaRue wrote as the basis for the injunction she indicated [REDACTED] Fetchick was continuing to "harass" her by sending her [LaRue's] husband "pictures of me hanging out with my male friends – telling him that I am sleeping with her husband (estranged). I am a cheater, I am taking trips with her estranged husband, my husband does not deserve me and she hopes he finds another lover who will treat him right.
 13. LaRue identified herself as a Sheriff's Office employee in the petition by referring to [REDACTED] Fetchick also contacting other members of the agency and she also listed several addresses that she did not want [REDACTED] Fetchick to have contact with her at and those locations were Sheriff's Office facilities.
 14. Joseph Fetchick testified that the sexual relationship between he and LaRue began in early November 2013.

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15. According to the messages, the sexual relationship had commenced between LaRue and Joseph Fetchick on or prior to September 30, 2013.

In Count 2, the alleged violation of General Order #1, XI.C.2. Duty Assignments, as it relates to employees shall not be absent from duty, post or assignment without authorization, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. The messages exchanged between LaRue and Joseph Fetchick on October 23, 2013, indicate LaRue left her assigned work area [West-Sanford Community] and traveled to Joseph Fetchick's residence in the West-Altamonte Community to engage in sexual contact.
2. Fowler reviewed the message conversation and indicated it was his impression Larue went to Fetchick's residence during her work hours to engage in sexual contact.
3. Smithey reviewed the message conversation and indicated it was his impression Larue went to Fetchick's residence during her work hours to engage in sexual contact.
4. Based on the content of the messages exchanged between LaRue and Joseph Fetchick, a reasonable person would conclude LaRue left her assigned post to engage in sexual contact with Joseph Fetchick.
5. November 17, 2013, LaRue sent Joseph Fetchick a message indicating she was performing services at her beauty salon while she was on duty with the Sheriff's Office.
6. Deputy Sheriff Marc Futch said it was a "50/50" chance of reaching LaRue on the telephone when he needed to speak with her during their work hours.

In Count 3, the alleged violation of General Order #1, XIV. Conduct Toward Supervisors, Subordinates and Peers, as it relates to employees shall treat their superiors, subordinates and peers with respect. They shall be courteous and civil at all times in their relationships with one another, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. According to the messages exchanged between LaRue and Joseph Fetchick, they engaged in a conversation on November 1, 2013, that was disrespectful towards Sergeant Neal Fowler.
2. Fetchick wrote, "I'm starting not to like him for real," and LaRue replied, "He is an ass at time. He wants people suck up to him."
3. According to the messages exchanged between LaRue and Joseph Fetchick, they engaged in a conversation on November 19, 2013, that was disrespectful towards Fowler.

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4. Fetchick wrote, "Baby this guy [Fowler] is a trip. No I am off damn that, he isn't going to tell me when I can and can't use my pto and he and Brewster go on a cruise together. Lead by example and you will have an argument."
5. LaRue responded, "Oh ok bc [because] that shit is annoying."
6. LaRue testified that they were aware that a third party, ████████ Fetchick, was monitoring their conversations and as such this was not a private conversation.

In Count 4, the alleged violation of General Order #1, II. Scope, as it relates to all employees shall abide by the Sheriff's Office canon of law enforcement ethics, its values, and its oath of integrity and ethics, and will fulfill the agency's objectives and organizational philosophy. Employees shall maintain sufficient competence to properly perform their duties and assume the responsibilities of their positions. They will not engage in any conduct that constitutes neglect of duty, conduct unbecoming, or any act likely to adversely affect the discipline, good order, or reputation of the Sheriff's Office, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. Between September 30, 2013, and December 6, 2013, LaRue and Joseph Fetchick exchanged approximately 6,000 electronic messages while on duty with the Sheriff's Office, many of which were sexually explicit.
2. On November 1, 2013, LaRue sent Joseph Fetchick a message indicating she was performing services at her beauty salon while she was on duty with the Sheriff's Office.
3. November 17, 2013, LaRue sent Joseph Fetchick a message indicating she was performing services at her beauty salon while she was on duty with the Sheriff's Office.
4. Deputy Sheriff Marc Futch said it was a "50/50" chance of reaching LaRue on the telephone when he needed to speak with her during their work hours.
5. Numerous messages exchanged between LaRue and Joseph Fetchick between September 30, 2013, and December 6, 2013, indicate that LaRue would regularly go to Joseph Fetchick's residence during assigned work hours.

In Count 5, the alleged violation of General Order #31, X.M.2.c. PowerDETAILS - Prohibited Actions, as it relates to signing up for details for another Deputy Sheriff and/or allowing another Deputy Sheriff to sign up for details on your behalf, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. On October 1, 2013, Joseph Fetchick logged into PowerDETAILS using LaRue's username and password and signed her up for two extra duty details.

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2. LaRue admitted she allowed Joseph Fetchick to log into PowerDETAILS using her username and password to sign her up for extra duty details.
3. LaRue admitted she provided Joseph Fetchick with her username and password for PowerDETAILS.

In Count 6, the alleged violation of General Order #1, XII.C.2. False Statements and Reports, as it relates to employees are required to fully, truthfully and directly answer all questions or render relevant material in Sheriff's Office Supervisory Inquiries and Administrative Investigations, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. LaRue testified during her sworn interview that the sexual relationship between her and Joseph Fetchick began in late December 2013 [after being placed on administrative suspension].
2. Joseph Fetchick testified during his administrative interview that the sexual relationship between he and LaRue began in early November 2013 [on or about his birthday].
3. All indications from the messages exchanged between LaRue and Joseph Fetchick is that the sexual relationship began on or before September 30, 2013.
4. LaRue testified during her sworn interview that she had Joseph Fetchick log into PowerDETAILS for her because she was not familiar with the new system and could not use it and that she had contacted Extra Duty Detail Coordinator Pam Ali concerning her problems.
5. Ali has no recollection of LaRue contacting her because she could not use the PowerDETAILS program.
6. PowerDETAILS records indicate LaRue worked seven extra duty details between June 16, 2013 and September 12, 2013.
7. LaRue testified during her sworn interview that Joseph Fetchick did not travel to her residence on October 10, 2013 to engage in sexual contact.
8. The messages exchanged between LaRue and Joseph Fetchick on October 10, 2013, clearly indicate to a reasonable person that Joseph Fetchick traveled to LaRue's residence during his work hours and engaged in sexual contact.
9. According to the messages, the time in which it took Joseph Fetchick to drive to LaRue's residence is consistent with the amount of time it takes to drive from Milwee Middle School to LaRue's residence.

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10. Lieutenant Jim Smithey reviewed the messages exchanged between LaRue and Joseph Fetchick on October 10, 2013, and concluded they had sex while Joseph Fetchick was on duty.
11. Sergeant Neal Fowler reviewed the messages exchanged between LaRue and Joseph Fetchick on October 10, 2013, and concluded they had sex while Joseph Fetchick was on duty.
12. LaRue testified during her sworn interview that she never went to Joseph Fetchick's residence on October 23, 2013, while she was on duty to engage in sexual contact.
13. According to the messages exchanged between LaRue and Joseph Fetchick on October 23, 2013, would clearly indicate to a reasonable person that LaRue traveled to Joseph Fetchick's residence during her work hours and engaged in sexual contact.
14. Lieutenant Jim Smithey reviewed the messages exchanged between LaRue and Joseph Fetchick on October 23, 2013, and concluded they had sex while LaRue was on duty.
15. Sergeant Neal Fowler reviewed the messages exchanged between LaRue and Joseph Fetchick on October 23, 2013, and concluded they had sex while LaRue was on duty.
16. LaRue testified during her sworn interview that the email she sent Ali on November 15, 2013, concerning her locking herself out of her PowerDETAILS account was accurate.
17. LaRue testified during her sworn interview that she locked herself out of her PowerDETAILS account.
18. According to the messages exchanged between LaRue and Joseph Fetchick on October 29, 2013, Joseph Fetchick locked LaRue out of her PowerDETAILS account because she had changed the password without his knowledge.
19. According to PowerDETAILS logon records, LaRue's account was not accessed after October 29, 2013 [the date in which Joseph Fetchick locked the account] and November 18, 2013 [after LaRue sent the email to Ali].
20. LaRue testified during her sworn interview that on April 20, 2013, when Lieutenant Adrian Youngblood saw her in uniform, in her agency vehicle, at a crash scene, while on personal time off, that she was on her way to work an extra duty detail.
21. LaRue testified she told Youngblood she was going to work a detail; however, Youngblood does not recall LaRue making this statement.
22. LaRue could not remember the extra duty detail that she was going to work.

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23. LaRue testified that she was communicating with Joseph Fetchick on telephone concerning working the detail.
24. LaRue testified that she was ultimately cancelled from the detail and that Joseph Fetchick did not work it either.
25. According to PowerDETAILS records, the extra duty detail Joseph Fetchick was scheduled to work on April 20, 2013, was the La Potranca Bar and it was scheduled for approximately 4.5 hours after LaRue was seen at the crash scene.
26. LaRue testified during her sworn interview that the messages she exchanged with Joseph Fetchick were not disrespectful and unprofessional because she asserted they were private messages between two individuals, but later testified that they both became aware in early October 2013, that a third party, ██████████ Fetchick, was able to see of their messages.

Deputy Sheriff Joseph Fetchick:

In Count 1, the alleged violation of General Order #1, XI.B.1., Conduct Unbecoming, as it relates to employees shall conduct themselves at all times, both on and off duty, in such a manner as to reflect favorably on the Sheriff's Office. Unbecoming conduct shall include that which violates the values and organizational philosophy of the Sheriff's Office, canons of ethics or written directives, that which brings the agency into disrepute or reflects discredit upon the individual as an employee, and that which impairs the operation or efficiency of the Sheriff's Office, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. Between September 30, 2013 and December 6, 2013, Joseph Fetchick exchanged approximately 6000 messages with LaRue, while either or both of them were on duty with the Sheriff's Office.
2. Many of the messages Fetchick sent to LaRue were sexually explicit and described various sexual acts they had engaged in or were going to engage in.
3. On November 22, 2013, Joseph Fetchick sent a photograph of his penis to LaRue while she was on duty with the Sheriff's Office.
4. On December 6, 2013, Joseph Fetchick sent a message to two friends while he was on duty with the Sheriff's Office describing in detail how he was going to rob someone and put them into a box.
5. One of the friends sent Joseph Fetchick a message indicating they were going to contact the Sheriff's Office and report that he was not working and Joseph Fetchick replied, "Call Seminole County on me I don't care and their going to be like ██████████ I know he is working I see him on the computer have a nice day."

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6. Several employees of the Sheriff's Office testified that they saw Joseph Fetchick riding in LaRue's patrol car during the course of her shift.
7. Lieutenant Adrian Youngblood testified that based on his observations of LaRue's activities while working, he believed LaRue was having an extramarital affair with Joseph Fetchick.
8. Deputy Sheriff Lee Pratt testified that based on his observations of LaRue's activities while working, he believed LaRue was having an extramarital affair with Joseph Fetchick.
9. Deputy Sheriff Marc Futch testified that based on his observations of LaRue's activities while working, he believed LaRue was having an extramarital affair with Joseph Fetchick.
16. Youngblood believed Joseph Fetchick's actions reflected negatively on him as an employee of the Sheriff's Office.
17. In September 2013, Joseph Fetchick handcuffed Kobe Wilkerson, a student at Milwee Middle School.
18. Joseph Fetchick testified that Wilkerson had not committed a crime.
19. Wilkerson testified that he had not committed a crime.
20. Kelly Napierata testified that Wilkerson had not committed a crime and that handcuffing him caused Wilkerson to cry.
21. Napierata characterized Wilkerson as embarrassed.
22. Napierata believed Fetchick's actions were not appropriate and reflected negatively on him as an employee of the Sheriff's Office.
23. Luis Alvarado testified that Wilkerson had not committed a crime.
24. Alvarado testified that Joseph Fetchick's actions were not appropriate and reflected negatively on him as an employee of the Sheriff's Office.
25. Alexandra Razgha believed Joseph Fetchick's actions reflected negatively on him as an employee of the Sheriff's Office as it relates to comments he made to her concerning her pregnancy and the identity of the father of the unborn child.
26. Sydney Farmer believed Joseph Fetchick's actions reflected negatively on him as an employee of the Sheriff's Office as it relates to comments he made to Alexandra Razgha concerning the identity of the father of the unborn child.

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27. On January 22, 2014, Joseph Fetchick testified at a court hearing in Brevard County, Florida, concerning an injunction for protection that he was seeking against ██████████ Fetchick.
28. During the hearing, Joseph Fetchick made the court aware that he was a Sheriff's Office employee.
29. During the hearing Joseph Fetchick was asked by his attorney if he was having an affair and he replied, "At this time no."
30. Joseph Fetchick was asked by his wife's attorney if he denied having an affair with a co-worker and he replied, "That's correct, I didn't have an affair, I did not have an affair."
31. Joseph Fetchick testified in his sworn interview that the affair between he and LaRue began in early November, 2013.
32. During the hearing the presiding judge asked Joseph Fetchick who "Valencia" was and Joseph Fetchick replied, "She's a friend of mine."
33. Lieutenant Jim Smithey believed Joseph Fetchick's actions reflected negatively on him as an employee of the Sheriff's Office as it relates to him leaving the campus of Milwee Middle School on October 10, 2013, and traveling to LaRue's residence to engage in sexual contact while on duty.
34. Sergeant Neal Fowler believed Joseph Fetchick's actions reflected negatively on him as an employee of the Sheriff's Office as it relates to him leaving the campus of Milwee Middle School on October 10, 2013, and traveling to LaRue's residence to engage in sexual contact while on duty.

In Count 2, the alleged violation of General Order #1, XI.C.2. Duty Assignments, as it relates to employees shall not be absent from duty, post or assignment without authorization, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. The messages exchanged between LaRue and Joseph Fetchick on October 10, 2013, indicate he left his assigned post at Milwee Middle School, traveled to LaRue's residence in Sanford and engaged in sexual contact.
2. The messages indicate Joseph Fetchick arrived at LaRue's residence in approximately 21 minutes and Google Maps driving directions indicate LaRue's residence is between 16 and 19 minutes from Milwee Middle School [depending on the chosen route].
3. Fowler reviewed the message conversation and indicated it was his impression Joseph Fetchick left the school to have sexual contact with LaRue.

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4. Smithey reviewed the message conversation and indicated it was his impression Joseph Fetchick left the school to have sexual contact with LaRue.
5. Based on the content of the messages exchanged between LaRue and Joseph Fetchick, a reasonable person would conclude Joseph Fetchick left his assigned post to engage in sexual contact with LaRue.

In Count 3, the alleged violation of General Order #1, XIV. Conduct Toward Supervisors, Subordinates and Peers, as it relates to employees shall treat their superiors, subordinates and peers with respect. They shall be courteous and civil at all times in their relationships with one another, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. Alexandra Razgha, a peer of Joseph Fetchick, said that on October 3, 2013, Joseph Fetchick said to her, "I may sound rude, but you're going to be huge." [In reference to Razgha being noticeably pregnant].
2. Razgha said that on October 10, 2013, Joseph Fetchick referred to her unborn child as his unborn child, in front of another employee and a student.
3. Razgha said the comment was unprofessional, disrespectful towards her and the father of the child, and made her feel uncomfortable.
4. Sydney Farmer said that on October 10, 2013, Joseph Fetchick said he was "the baby daddy," of Razgha's unborn child.
5. Farmer believed the comment was inappropriate and reflected negatively on Joseph Fetchick as an employee of the Sheriff's Office.
6. According to the messages exchanged between LaRue and Joseph Fetchick, they engaged in a conversation on November 1, 2013, that was disrespectful towards Sergeant Neal Fowler.
7. Fetchick wrote, "I'm starting not to like him for real," and LaRue replied, "He is an ass at time. He wants people suck up to him."
8. According to the messages exchanged between LaRue and Joseph Fetchick, they engaged in a conversation on November 19, 2013, that was disrespectful towards Fowler.
9. Fetchick wrote, "Baby this guy [Fowler] is a trip. No I am off damn that, he isn't going to tell me when I can and can't use my pto and he and Brewster go on a cruise together. Lead by example and you will have an argument.
10. LaRue responded, "Oh ok bc [because] that shit is annoying.
11. LaRue testified that they were aware that a third party, ██████████ Fetchick, was monitoring their conversations and as such this was not a private conversation.

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In Count 4, the alleged violation of General Order #1, II. Scope, as it relates to all employees shall abide by the Sheriff's Office canon of law enforcement ethics, its values, and its oath of integrity and ethics, and will fulfill the agency's objectives and organizational philosophy. Employees shall maintain sufficient competence to properly perform their duties and assume the responsibilities of their positions. They will not engage in any conduct that constitutes neglect of duty, conduct unbecoming, or any act likely to adversely affect the discipline, good order, or reputation of the Sheriff's Office, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. Between September 30, 2013, and December 6, 2013, LaRue and Joseph Fetchick exchanged approximately 6,000 electronic messages while on duty with the Sheriff's Office, many of which were sexually explicit.
2. Doctor Michelle Walsh, Principal of Milwee Middle School, said Joseph Fetchick was not performing all of his required duties as a School Resource Deputy.
3. Walsh recalled at least two occasions when law enforcement services were needed at Milwee Middle School and Joseph Fetchick was not on campus and had not notified her that he was leaving.

In Count 5, the alleged violation of General Order #31, X.M.2.c. PowerDETAILS - Prohibited Actions, as it relates to signing up for details for another Deputy Sheriff and/or allowing another Deputy Sheriff to sign up for details on your behalf, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. On October 1, 2013, Joseph Fetchick logged into PowerDETAILS using LaRue's username and password and signed her up for two extra duty details.
2. Fetchick admitted during his sworn interview that he logged in using LaRue's username and password to sign her up for the details.

In Count 6, the alleged violation of General Order #1, XII.C.2. False Statements and Reports, as it relates to employees are required to fully, truthfully and directly answer all questions or render relevant material in Sheriff's Office Supervisory Inquiries and Administrative Investigations, is assigned a finding of **SUSTAINED**. The following statements support this finding:

1. Joseph Fetchick testified during his sworn interview that the sexual relationship between he and LaRue began in early November 2013 [on or about his birthday].
2. LaRue testified during her sworn interview that the sexual relationship between her and Joseph Fetchick began in late December 2013 [after being placed on administrative suspension].
3. All indications from the messages exchanged between LaRue and Joseph Fetchick is that the sexual relationship began on or before September 30, 2013.

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4. Joseph Fetchick testified during his sworn interview that he did not travel to LaRue's residence on October 10, 2013 to engage in sexual contact.
5. The messages exchanged between Joseph Fetchick and LaRue on October 10, 2013, would clearly indicate to a reasonable person that Joseph Fetchick traveled to LaRue's residence during his work hours and engaged in sexual contact.
6. Lieutenant Jim Smithey reviewed the messages exchanged between LaRue and Joseph Fetchick on October 10, 2013, and concluded they had sex while Joseph Fetchick was on duty.
7. Sergeant Neal Fowler reviewed the messages exchanged between LaRue and Joseph Fetchick on October 10, 2013, and concluded they had sex while Joseph Fetchick was on duty.
8. According to the messages, the time in which it took Joseph Fetchick to drive to LaRue's residence is consistent with the amount of time it takes to drive from Milwee Middle School to LaRue's residence.
9. Fetchick testified during his sworn interview that LaRue never went to his residence on October 23, 2013, while she was on duty to engage in sexual contact.
10. According to the messages exchanged between LaRue and Joseph Fetchick on October 23, 2013, a reasonable person would conclude that LaRue traveled to Joseph Fetchick's residence during her work hours and engaged in sexual contact.
11. Lieutenant Jim Smithey reviewed the messages exchanged between LaRue and Joseph Fetchick on October 23, 2013, and concluded they had sex while LaRue was on duty.
12. Sergeant Neal Fowler reviewed the messages exchanged between LaRue and Joseph Fetchick on October 23, 2013, and concluded they had sex while LaRue was on duty.

RECOMMENDATIONS

No recommendations are offered pursuant to this investigation.

INDEX

COMPLAINANT:

Sheriff Donald F. Eslinger

Address: 100 Bush Boulevard
Sanford, Florida 32773

Telephone: (407) 665-6600

SUBJECTS:

Sergeant Valencia LaRue
Deputy Sheriff Joseph Fetchick

Address: 100 Bush Boulevard
Sanford, Florida 32773

Telephone: (407) 665-6600

WITNESSES:

1. [REDACTED]

Address: [REDACTED]
[REDACTED]

Telephone: [REDACTED]

- 2. Doctor Michelle Walsh**
- 3. Alexandra Razgha**
- 4. Sydney Farmer**
- 5. Kelly Napierata**
- 6. Luis Alvarado**

Address: 400 East Lake Mary Boulevard
Sanford, FL 32773

Telephone: (407) 320-0000

- 7. Lieutenant Adrian Youngblood**
- 8. Lieutenant Jim Smithey**
- 9. Sergeant Rachel Rados**
- 10. Sergeant Neal Fowler**
- 11. Deputy Sheriff Calix Ancion**
- 12. Deputy Sheriff Heather Stanley**

- 13. Deputy Sheriff Patrick Rehder**
- 14. Deputy Sheriff Jose Tirado**
- 15. Deputy Sheriff Lee Pratt**
- 16. Deputy Sheriff Marc Futch**
- 17. Extra Duty Detail Coordinator Pam Ali**

Address: 100 Bush Boulevard
Sanford, FL 32773

Telephone: (407) 665-6600

18. Kobe Wilkerson

Address: [REDACTED]
[REDACTED]

Telephone: [REDACTED]

EVIDENCE:

Digital Recordings:

- AF-01 Recorded interview of Extra Duty Detail Coordinator Pam Ali, dated 12/27/2013
- AF-02 Recorded interview of [REDACTED] Fetchick, dated 12/27/2013
- AF-03 Recorded interview of Sergeant Rachel Rados, dated 01/02/2014
- AF-04 Recorded interview of Deputy Sheriff Calix Ancion, dated 01/02/2014
- AF-05 Recorded interview of Deputy Sheriff Heather Stanley, dated 01/02/2014
- AF-06 Recorded interview of Deputy Sheriff Patrick Rehder, dated 01/02/2014
- AF-07 Recorded interview of Deputy Sheriff Jose Tirado, dated 01/02/2014
- AF-08 Recorded interview of Lieutenant Adrian Youngblood, dated 01/15/2014
- AF-09 Recorded interview of Lieutenant Jim Smithey, dated 01/15/2014
- AF-10 Recorded interview of Deputy Sheriff Lee Pratt, dated 01/15/2014
- AF-11 Recorded interview of Deputy Sheriff Marc Futch, dated 01/15/2014
- AF-12 Recorded interview of Sergeant Neal Fowler, dated 01/17/2014
- AF-13 Recorded interview of Doctor Michelle Walsh, dated 01/31/2014
- AF-14 Recorded interview of Alexandra Razgha, dated 01/31/2014
- AF-15 Recorded interview of Sydney Farmer, dated 01/31/2014
- AF-16 Recorded interview of Kelly Napierata, dated 01/31/2014
- AF-17 Recorded interview of Luis Alvarado, dated 01/31/2014
- AF-18 Recorded interview of Kobe Wilkerson, dated 02/07/2014
- AF-19 Recorded interview of Deputy Sheriff Joseph Fetchick, dated 02/25/2014
- AF-20 Recorded interview of Sergeant Valencia LaRue, dated 02/26/2014
- AF-21 Recorded interview of Sergeant Valencia LaRue, dated 02/26/2014

Statutory Verification

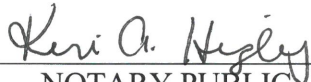
Under penalties of perjury, I declare that I have read the foregoing report and that the facts stated in it are true to the best of my knowledge and belief.

I, the undersigned, do hereby swear, under penalty of perjury, that, to the best of my personal knowledge, information, and belief, I have not knowingly or willfully deprived, or allowed another to deprive, the subject(s) of the investigation of any rights contained in ss. 112.532 and 112.533, Florida Statutes.



INSPECTOR MARK CONWAY

Sworn to and signed before me
this 4 day of MARCH 2014.



NOTARY PUBLIC
(signatory personally known to me)

