



CLAY COUNTY SHERIFF'S OFFICE General Order

Policy No. 1000.02	Department: Sheriff Staff
Title: Code of Conduct	Distribution: All Members
Reviewing Authority: Sheriff Staff	Effective: 09/15/1990 Revised Date: 12/2021
Referenced Documents: None	Referenced Forms: A054, A448

The purpose of this directive is to establish a policy concerning a Code of Conduct that will serve to promote efficiency, discipline, and good public relations for all members of the sheriff's office. Any reference to a "member" shall encompass sworn, non-sworn, and volunteers throughout this general order.

- I. Obligations to Know and Abide by the Laws, Regulations, Objectives and Orders of the Sheriff's Office
- II. Obligations to Demonstrate Courtesy and Cooperation
- III. Constraints on Behavior
- IV. Performance of Duty
- V. Contact with Persons in Custody
- VI. Social Media Use

I. Obligations to Know and Abide by the Laws, Regulations, Objectives and Orders of the Sheriff's Office

- A. Every member shall know and abide by the laws relating to the protection of civil liberties and applicable restraints upon governmental power. The moral and legal basis for the exercise of police power is liberty under the law. Illegal exercise of this power erodes the foundation of government.
- B. Members shall, to the extent required by their assignment, know the criminal law provided by state statutes and local ordinances, as well as those specified by the sheriff's office directives, orders, regulations, and bulletins.
- C. All members shall adhere to all federal, state, county, and municipal laws.
- D. Members of the sheriff's office shall abide by the rules of conduct as set forth in all written directives of the sheriff's office. Any violation of these or other regulations may result in disciplinary action.
- E. Members must abide by and strive to meet the objectives of the sheriff's office.

1. Members shall preserve the public peace, detect and arrest offenders, prevent crime, protect life and property, and enforce the ordinances of Clay County and statutes of the State of Florida and the United States.
2. Members shall serve the public by direction, counsel, and other ways that will not interfere with the discharge of their law enforcement responsibility. They shall respect and protect the rights of individuals and perform their services with honesty, zeal, courage, discretion, fidelity, and sound judgment. Members shall not, however, make specific commitments to members of the public, which would tend to commit the sheriff's office to special obligations to any individual members of the public.
3. Non-sworn members, although not personally responsible for enforcement of the law, shall provide support for the sheriff's office's basic mission.

F. All members must obey orders.

1. Members will obey lawful orders of a ranking member. Orders known to be unlawful shall not be obeyed. Obedience to an order known to be unlawful is no defense against legal or disciplinary action. Any member refusing to obey an order will be required to justify the refusal.
2. A member that is given an order that is in conflict with previous orders, regulations, directives, or manuals shall respectfully inform the ranking member issuing the order in conflict. If the superior member issuing the order does not alter or retract the conflicting order, the member shall comply unless it is a violation of the law. Under these circumstances, the responsibility shall be upon the ranking member. The member obeying the conflicting order shall not be held responsible for disobedience of the order previously issued.
3. All members shall cooperate fully with any investigation of violations of sheriff's office rules and regulations. This may include, under appropriate circumstances, submission to medical testing as ordered by the appropriate authority.
4. A member under investigation for a criminal offense does not waive any of their constitutional rights regarding self-incrimination. The member will be advised if they are under investigation for a criminal matter, and the fact that they are employed by this agency does not compel cooperation with a criminal investigation. The member will be advised that they are not required to make a statement, but can offer a voluntary statement if the member wishes to do so. To ensure compliance with this requirement, the member under investigation will be provided the warnings. Miranda warnings will be provided if the member is subject to custodial interrogation as set forth in applicable case law.
5. When a member is the subject of a criminal investigation, that investigation will be handled/worked by the Integrity Investigator or investigator appointed by the Sheriff or Undersheriff.

II. Obligations to Demonstrate Courtesy and Cooperation

- A. Public and internal support of sheriff's office activities is imperative if the objectives of suppressing criminal activities and providing security for the community are to be accomplished.
- B. Public and internal cooperation and support can be generated best through satisfactory public and interpersonal contacts.
- C. Public contacts - Members shall be responsive to the needs of the public by rendering prompt and courteous service and consistently conducting themselves in a manner that encourages public respect.
- D. Personal contacts - Members shall strive to treat victims, witnesses, suspects, arrested persons, and all other contacts with respect. Personal prejudices or attitudes, which may influence impartiality, shall be suppressed. When requested by the public, members shall identify themselves by name, rank, and identification number unless doing so would compromise their assignment.
- E. Telephone contacts - Members shall, at all times, maintain a courteous and professional telephone demeanor when dealing with the public, with members of other agencies, and within the sheriff's office.
- F. Other agency contacts - Members shall support other law enforcement agencies in their pursuit of lawful activities without interfering with those agencies' cases, work, or operation.
 - 1. Members of the sheriff's office will cooperate with, support, and assist employees from other law enforcement agencies in the performance of their official duties. If a member must initiate law enforcement action against any member of another law enforcement agency, the member shall notify their supervisor immediately, who will notify the on-duty watch commander.
 - 2. Complaints against other law enforcement or related agencies will be channeled through the member's chain of command so that appropriate action may be taken. Public criticism of other agencies, the courts, or disposition of cases is prohibited.
- G. Courtesy to and support of co-workers.
 - 1. Members are required to perform their duties in a cooperative and supportive manner.
 - 2. Members shall be courteous, civil, and otherwise act with respect towards one another. They shall not publicly criticize any official act or member of the sheriff's office.
 - 3. Members shall not use disrespectful, mutinous, insolent, or abusive language toward a supervisor or any other member.

4. In front of the public, members shall address one another by use of their titles and last names and will not use first names or nicknames.

III. Constraints on Behavior (CFA 7.08M/FMJS 3.2 a, b, e, g)

- A. Purpose of constraints on behavior - Members must recognize that certain constraints on their behavior arise from their role in society. The underlying purpose of such constraints is to nurture general confidence in the law enforcement system by fostering exemplary personal conduct and fairness in matters of social or political interaction. Member's actions have a symbolic importance, reaching beyond the immediate consequence. Acceptance of these obligations will multiply the sheriff's office contributions to the wellbeing of the community served.
- B. Information
 1. Members shall not impart official information of a confidential nature to anyone except those for whom it is intended or as directed by their supervisor or under due process of law. They shall not reveal the identity of a complainant or informant to any private person unless directed to do so by their supervisor or higher authority.
 2. Members shall not communicate information, which may impede an investigation, delay an arrest, aid a person to escape, destroy evidence, or remove stolen goods.
 3. Members shall not communicate information relating to proposed arrests or cases under investigation or to be investigated, except to the member assigned to the case, a supervisor, or unless authorized by a higher authority.
 4. Members shall obtain permission from the Sheriff before publishing articles as official representatives. No member shall act as a correspondent to any news media unless authorized by the Sheriff.
 5. Members shall not give out publicity concerning federal prisoners. They shall not give out personal history or photographs of federal prisoners, information as to arrival or departure of such prisoners, or permit reporters to interview them. Any inquiries concerning federal prisoners will be referred to the federal authorities for whom the prisoner is being held.
 6. All official and unofficial correspondence received shall be processed as directed by the Sheriff. All outgoing correspondence shall be sent over the name of the Sheriff. Members shall not use official letterhead except for authorized sheriff's office correspondence and still send over the name of the Sheriff in accordance with current policy on outgoing correspondence.
- C. Intoxicants, drugs, and tobacco

1. The Clay County Detention Facility and all other Clay County Sheriff's Office facilities are designated as "tobacco-free facilities." Tobacco (smoking or smokeless to include vaping) shall not be used by the sheriff's office members on-duty and in public view or off-duty and in uniform. Members shall exercise discretion in the use of tobacco. Members will comply with all statutes and ordinances concerning the use of tobacco. The use of tobacco is prohibited inside any public governmental building. The use of tobacco is also prohibited while inside a sheriff's office-owned or leased vehicle.
2. Members shall not purchase or drink alcoholic beverages while in uniform. On-duty members shall not purchase or drink alcoholic beverages unless authorized or required for the performance of assigned duties, nor shall they report for any tour of duty under the influence of alcohol. Off-duty members shall not drink alcohol to the point of impairment and drive, get involved in a disturbance, or try to take law enforcement action.
3. Any illegal use of prescription drugs or use of illegal drugs that would be considered illegal by Florida State Statute(s) will be cause for disciplinary action, possibly resulting in dismissal. No member will use prescription drugs to the extent that such use interferes with their duties. When taking medications or using therapeutic treatments that impair or could impair performance, members must inform their supervisor prior to starting duty.

D. Civil cases

1. Members shall not involve themselves in the civil actions or disputes of other persons, nor shall they presume to adjudicate any civil dispute or force the settlement of, or in any way influence a civil matter. They shall not give legal advice in civil matters. Members of the sheriff's office shall not recommend or suggest to any person arrested, or any prisoner, or any other person, the employment or hire of any person as an attorney or counsel, either directly or indirectly. Members are permitted to make recommendations to members of their own families.
2. When called upon to act or advise in such disputes, a member shall respectfully inform the interested parties that the sheriff's office has no jurisdiction in civil disputes and shall when requested, refer them to proper authorities for assistance.
3. A member, however, shall act to prevent or suppress any breach of peace or disturbance which may grow or has grown out of such a dispute.
4. Members shall not testify in civil cases unless legally summoned, except when appearing as a witness on behalf of Clay County or in a civil suit on their own behalf.
5. Members shall furnish notification, in writing, of their intent to file a suit arising out of their official duties in any court of law to the Sheriff not less than five (5) days before the actual filing date. Members shall not accept

anything as payment for personal injury or property damage incurred in the line of duty without first notifying the Sheriff. Members shall not use their official position as a means of forcing or intimidating persons with whom they are engaged in a civil controversy to settle the case in favor of the member.

6. Members who have a damage suit filed against them by reason of acts performed by them in the line of duty shall immediately notify their immediate supervisor in writing, who in turn shall notify the Sheriff in writing via the chain of command.

E. Outside activities

1. Political Activities

- a. Florida State Statute, FSS 99.012, requires that any individual who is subordinate personnel, a deputy sheriff or a police officer, resign if seeking to qualify for a public office which is currently held by an individual who has the authority to appoint, employ, promote, or otherwise supervise the individual and has qualified for reelection to that office.
 - b. Any member who participates in any political campaign shall engage in such activity only while off-duty. A member may use accumulated annual/PTO or compensatory leave to comply with this section.
 - c. In accordance with FSS 104.31, no member of the Clay County Sheriff's Office shall:
 - (1) Use their official authority or influence for the purpose of interfering with an election or a nomination of office or coercing or influencing another person's vote or affecting the result thereof;
 - (2) Directly or indirectly attempt to coerce, command, or advise any other agency member to pay, lend, or contribute any part of their salary, or any money, or anything else of value to any party, committee, organization, agency, or person for political purposes;
 - (3) Directly or indirectly coerce or attempt to coerce, command, and advise any agency member as to where they might purchase commodities or to interfere in any other way with the personal right of any member; or
 - (4) With the exception of the Sheriff, participate in any political campaign for elective office while on duty.
2. If members give testimonials or permit their names or photographs to be used for advertising or endorsement purposes, they shall not reflect or

infer their employment with the sheriff's office unless written permission is obtained from the Sheriff.

3. Members are forbidden to solicit, petition, or offer gratuities for: their promotion, change of duty assignment, or retirement; the promotion, change of duty assignment, or retirement for any other member; the appointment of any member to the sheriff's office; or to promote any influence to affect such an end.
4. Members are prohibited from engaging in any strike or work stoppage. FSS 447.505 provides that, "No public employee or employee organization may participate in a strike against a public employer by instigating or supporting, in any manner, a strike. Any violation of this section shall subject the violator to the penalties provided in this part."
5. All requests for members to speak to any public or private group as a representative of the sheriff's office shall be referred to their division chief.

Exceptions: Members assigned to the Community Affairs Section or Police Activities League are exempt while conducting their on-duty assignment.

6. Lobbying:

- a. No member shall engage in lobbying activity on behalf of the Clay County Sheriff's Office before any public body without the permission of the Sheriff.
- b. Any approved lobbying activity will be in accordance with FSS 112.313.

7. Board of County Commissioners:

- a. There may be times when members are called upon to present and/or bring new proposals/ordinances to the Board of County Commissioners. All members must receive prior approval before doing so.
- b. Members must submit an "Intention to Put Forth Agency Item(s) at the Clay County Board of County Commissioners/Subcommittees" form (A448) through their chain of command. The Senior Executive Assistant will maintain a log of all requests.

F. Abuse of position or authority:

1. Members shall not become involved in any promises or arrangements which are intended to reduce the charges and permit the offender to escape the full penalty provided by the law without obtaining an approval of a request for intervention from the Sheriff.

2. Members shall not interfere unnecessarily with any case assigned to another member, with the operation of any other zone or of the courts, or with any lawful private enterprise.
3. Members of the sheriff's office shall refrain from recommending any business firms while acting in their official capacity. Members shall not threaten a law-abiding citizen in the lawful pursuit of a legitimate business.
4. Members shall not solicit or accept presents, loans, or gratuities while on or off duty if it intends to influence the discharge of official duties or if it involves any governmental action affecting the owner or lender. A member may accept a reward with the written approval of the Sheriff. A member shall not receive a reward offered by the state or county as they are already charged with the duty of apprehending such a violator. This policy is intended to set a pattern of conduct whereby members will not indulge in the acceptance of gratuities, no matter how small, which may raise questions of favoritism in the discharge of official duties.
5. Members shall not use their official position to solicit special privileges for themselves or others. A member may use their badge/ID to obtain admission to any public gathering only in the furtherance of their official duty. (This excludes special offers given to or endorsed by the sheriff's office or private entities for discounted offers or services).
6. Members shall not receive any article whatsoever (either as a gift or as the result of purchase or trade) from suspects, prisoners, persons recently arrested; known gamblers, prostitutes or other persons of bad character or ill repute; professional bondsmen or other persons who may profit from information obtained from the members; relatives, members, or associates of any of these persons. Nor shall members sell any article to such persons.
 - a. Members of the sheriff's office shall not recommend or suggest, either directly or indirectly to any person arrested, incarcerated, or any other person, the name of any bail bondsmen.
 - b. Members of the sheriff's office shall not become surety or guarantor; furnish bail or bond for any person arrested for a crime, except for members of their immediate family. In this circumstance, the member will notify their department director via memorandum (A054).
7. No member shall prevent or attempt to prevent any traffic citation or misdemeanor citation from adhering to established judicial process, except in cases where a traffic or misdemeanor citation has been unlawfully issued or issued in error. A lieutenant or above or the member who issued such traffic or misdemeanor citation shall have the authority to recommend that said traffic or misdemeanor citation be voided. The affected member's division chief must review and approve the said recommendation. If a traffic or misdemeanor citation has been issued

erroneously, the issuing member shall correct or amend said charges and see that the party to whom such traffic or citation was issued is notified of such correction or amendment.

8. Mentally or physically abusing any arrestee/inmate in custody or the use of unnecessary force in making an arrest or handling of an inmate is prohibited.
9. Members are prohibited from suggesting or recommending wrecker services or agencies for persons involved in traffic crashes or other incidents requiring the services of a wrecker. It shall be the automobile owner's prerogative to name the wrecker service desired, and the member then is obligated to make every effort to secure the wrecker named for the owner. Should the wrecker desired not be available, or the person has no preference, the sheriff's office will secure the services from the wrecker service company that is on the rotation list for the next call.
10. Members shall not knowingly associate or fraternize with, correspond or communicate with, engage in criminal activity or accept services from or do favors for any detained, sentenced or pretrial inmate, or their family members charged to the custody of the Sheriff except as necessary to perform their duty functions as set forth by the rules and regulations.

Exception: Members assigned or conducting an investigation authorized by their chain of command.

G. Unbecoming, immoral or detrimental conduct

1. Members 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 brings the sheriff's office into disrepute or reflects discredit upon the member of the sheriff's office or that which impairs the operation or efficiency of the sheriff's office.
2. Members shall not participate in any deviate, immoral, indecent, lewd, or disorderly conduct.
3. Members shall not, whether on or off-duty, engage in actions that tend to impair the operations of the sheriff's office and its efficiency or adversely affect the sheriff's office reputation in the community.
4. Examples of prohibited conduct include, but are not limited to:
 - a. Interfering with another member's ability to carry out that member's duties and responsibilities
 - b. Interfering with the ability of supervisors to maintain discipline
 - c. Willfully departing from the truth

- d. Accepting employment or engaging in any business which, in the opinion of the Sheriff or designee, interferes with the efficient performance of one's regular law enforcement employment
- e. Publicly criticizing the office of the sheriff (sheriff's office) or its policies, programs, actions, or members
- f. Performing or making any verbal or written statements that may bring the office of the sheriff (sheriff's office) into disrepute or ridicule
- g. Speaking disparagingly about any other member, or defacing or demeaning the nationality, creed, race, or sex of any person
- h. Intimidating persons for personal reason under color of authority
- i. Appropriating any lost or found property or evidence to one's own use
- j. Sleeping while on duty
- k. Aiding or abetting the escape of a prisoner
- l. Accepting or soliciting a bribe
- m. Handling county or sheriff's office property roughly or carelessly
- n. Feigning sickness or injury to escape duty
- o. Falsifying sheriff's office reports, records, or communications
- p. Engaging in controversies or making arrests in one's own disputes or in those within one's family, or in disputes arising with one's neighbors, except under such circumstances as would justify self-defense or to prevent injury to another, or when a serious offense has been committed, or in the performance of an approved secondary employment situation
- q. Affiliating with any organization or body, the provisions of the charter or by-laws of which would in any way prevent a member from performing their duties
- r. Failing to communicate information of concern to the sheriff's office regarding a law enforcement case being handled by another member
- s. Using sheriff's office property in the conduct of one's personal or private affairs without authorization
- t. Commission of a criminal act in violation of a county, state, or federal statute

- u. Willful refusal or failure to appear before any court, judge, prosecuting officer, board, or body authorized to conduct any hearing or inquiry in any investigation for a violation of any of the statutes of this state or sheriff's office general orders or procedures when requested to do so
- v. Failure to complete reports promptly and in the manner prescribed by reporting procedure. They shall not make any false report, whether orally or in writing. Members who receive assistance from other members on a case to which they are assigned shall note the assistance on their report.
- w. Failure to complete a report on all crimes, suicides and their attempts, important happenings, or other information of concern that comes to their attention. They shall not repress, conceal or distort the facts of any such incident. Members who have reason to believe that a building or part thereof is being used in violation of the law or as the resort or residence of persons of questionable character, or that liquor, narcotic, prostitution, or gambling laws are being violated, or who have information regarding any felony or any wanted person, shall immediately report all details to their supervisor, who shall direct the action to be taken or forward the information to the proper department. However, any member of the sheriff's office who has valuable information regarding an arrest in a police case other than their own shall communicate such information to the arresting investigating member directly or in writing through official channels. If such a report is not made, it shall be deemed neglect of duty to withhold such information.
- x. A member shall not engage in any activity that would constitute a conflict of interest with the Clay County Sheriff's Office.
- y. Refusal to pay just debts and liabilities
- z. Give testimonials or permit their names or photographs to be used for advertising purposes. Members shall not seek publicity in the public press.
- aa. Willful neglect or refusal to obey any proper legal order of a superior officer
- bb. Willful neglect to perform any duty in the manner required by rules and regulations, rules of duty, or rules of procedure
- 5. Conduct unbecoming an officer and a gentleman/lady, which may be specifically set forth in these rules and regulations. Any act not listed which may not be found to be in violation of the sheriff's office general orders and/or Florida State Statute.
- 6. Any member who feels that they have been injured or discredited by a superior officer through unreasonable, unjust, arbitrary, capricious,

tyrannical conduct or abusive language, or any member having a grievance against another member shall initiate their grievance in writing and direct the same, via chain-of-command to the Sheriff, who shall investigate and make a written reply to the aggrieved.

7. Members shall not have an unprofessional relationship with an inmate, detainee, probationer, or community controllee. An unprofessional relationship is defined as:
 - a. Having written or oral communication with an inmate or detainee that is intended to facilitate improper physical contact or a romantic association, or
 - b. Engaging in physical contact not required in the performance of office duties, and is defined as kissing, fondling of the genital area, buttocks, or breasts, massaging or similar touching, holding hands, or any other physical contact normally associated with the demonstration of affection or sexual conduct, or
 - c. Engaging in a romantic association with an inmate or detainee. "Romantic Association" is defined as the exchange of telephone calls, pictures, letters, greeting cards, emails, texts, or any other form of oral or written communication, which expresses feelings or thoughts of affection or the desire to engage in a romantic relationship whether emotional or physical. This subsection does not apply to a member who is legally married to an inmate, detainee, probationer, or community controllee, nor to a member who has no knowledge, or reason to believe, that the person with whom the member has engaged in a romantic association is an inmate, detainee, probationer, or community controllee.
- H. Members shall avoid regular or continuous associations or dealings with persons who they know are under criminal investigation or prosecution, except as required by the performance of their duties, or where unavoidable, because of a personal relationship of the member. "Personal relationships" are defined as those relationships created by blood or marriage.

IV. Performance of Duty (FMJS 3.2, c)

- A. Competence - Members shall maintain sufficient competence to properly perform their duties and to assume the responsibilities of their positions. They shall perform their duties in a manner that will tend to establish and maintain the highest standards of efficiency in carrying out the functions and objectives of the sheriff's office. Incompetency may be demonstrated by:
 1. A lack of knowledge of the application of law required to be enforced
 2. An unwillingness or inability to perform assigned tasks or duties
 3. The failure to conform to work standards established for the member's rank, grade, or position

4. Failure to take appropriate action on the occasion of a crime, disorder, or other condition deserving law enforcement attention
 5. Leave without permission
 6. Unexcused absence from the member's assigned work schedule
 7. A record of repeated infractions of the rules, regulations, procedures, or directives
- B. Reporting for duty - All members, sworn and non-sworn, shall report promptly at the designated time and place for work, roll call, assignment or duties, and/or inspection. This includes but is not limited to the following: i.e., proper dress, equipment cleaned, functioning and accounted for, issued/assigned vehicle cleaned and fueled, etc.
- C. While on duty
1. Members shall devote their time and attention to fulfilling their duties and responsibilities.
 2. On-duty members shall maintain command of temper, patience, and discretion, and refrain from coarse, profane, or insolent language.
 3. Members shall not have any unauthorized keys to any area of the facilities operated by the Clay County Sheriff's Office.
 4. Members shall be attentive to and take suitable action on reports and complaints by a citizen, except when circumstances make it necessary for them to report the matter or refer the complaint to a more appropriate member or other agency. Members shall fulfill proper requests for information or assistance; or, they shall aid the person otherwise obtaining the requested information or assistance. Members shall avoid giving impressions that they are not interested in the problems of persons who are referred elsewhere for service. Members shall not belittle a seemingly trivial request, complaint, or item of information received.
 5. Any member who willfully or negligently loses, damages, or destroys sheriff's office property or equipment may be subject to disciplinary action and/or criminal prosecution.
 6. Members shall remain at their place of assignment until properly relieved or dismissed from the responsibility by a supervisor or an assigned relief.
- D. Continuing authority to act – Off-duty members shall possess the same law enforcement and arrest authority as when on-duty and shall have the authority to act in an official capacity when the circumstances warrant law enforcement action.

V. Contact with Persons in Custody (FMJS 3.2, d, e, f, g, 3.4)

- A. Each member's conduct shall at all times be consistent with the maintenance of proper security and welfare of the facility and of the inmates under the member's supervision. Members are to acquaint themselves with the general orders and standard operating procedures concerning this subject and govern themselves accordingly.
- B. No Member Shall:
 - 1. Threaten, intimidate or otherwise harass or retaliate against an inmate for complaining about treatment or conditions of confinement, reporting abuse, filing or seeking to file a grievance, communicating with counsel, or seeking redress through the courts
 - 2. Trade, barter with, or accept anything of value from an inmate, their friends, or family. Exception as provided in the policy and procedure directives for the facility
 - 3. Introduce into or remove from the property of any detention facility any article without authorization from the Chief of Detention Security, Director of Detention, or designee
 - 4. Recommend or furnish any legal advice or any other advice concerning the selection of a specified lawyer/bonds person for an inmate. If requested by an inmate, a directory or list of names of all area lawyers or bonds persons should be made available for the inmate's use
 - 5. Knowingly permit any subordinate, inmate, or other person to commit any act or engage in any conduct, which would violate the rules and regulations of this facility
 - 6. Allow inmates to supervise, have control, or assume any authority over other inmates
 - 7. Give out personal history or photographs of federal prisoners, information as to the arrival or departure of such prisoners, or permit reporters to interview them
 - 8. Allow escape because of carelessness or neglect of duty
 - 9. Fail to collect and identify any found contraband
 - 10. Loan, sell, or give away any personal items or property to any sentenced or pretrial inmate in custody unless it is approved by the Director of Detention

VI. Social Media Use

- A. Members shall not use any agency equipment or resources to engage in social

media activities unless expressly allowed by a supervisor in the discharge of official duties.

- B. Members shall not make statements about the guilt or innocence of any suspect, inmate, arrestee; comments concerning pending investigations and/or prosecutions; nor post, transmit or otherwise disseminate confidential information, including photographs or videos, related to Clay County Sheriff's Office training, activities, or work-related assignments without expressed written permission from the Sheriff or designee.
- C. Members are free to express themselves as private citizens on social media sites to the degree that their speech does not impair the work of the Clay County Sheriff's Office; damage the reputation of another; disparage or embarrass the agency, its members, or any of its business units or functions. Clay County Sheriff's Office members are cautioned that speech, on or off-duty, made pursuant to their official duties is not protected speech under the First Amendment and may form the basis for discipline if deemed detrimental to the Clay County Sheriff's Office. Members are particularly prohibited from the following:
 - 1. Speech containing obscene or sexually explicit language, images, or acts and statements or other forms of speech that ridicule, malign, disparage, or otherwise express bias against any race, any religion, or any protected class of individuals, and
 - 2. Opinions about any encounters with the public as a result of the member's job-related function
- D. Members should know that any postings or communications on social networking sites that communicate, perpetuate, or formalize their official actions or the official actions of another may be considered public record under Florida law.
- E. Members who are brought under administrative or internal investigation related to their performance, conduct, functionality or duties may be ordered to provide the agency, or its designated investigator, with access to the social media and/or social networking platforms in which they participate or maintain.
- F. On-duty use of personal social media and devices (cell phones, tablets, etc.) is allowed as long as it does not interfere with the course of the members' daily duties. If members do not adhere to this, they will be subject to disciplinary action.

Michelle Cook
Sheriff Michelle Cook



CLAY COUNTY SHERIFF'S OFFICE

Sheriff Michelle Cook

P.O. BOX 548

(904) 264-6512 or (352) 473-7211

FAX (904) 284-0710

GREEN COVE SPRINGS, FLORIDA 32043-0548

April 20, 2022

To: Deputy Sheriff Sherri D. Leach #8401
Patrol and Community Affairs Department

By: Hand Delivery

Subj: NOTICE OF INTENT TO IMPOSE DISCIPLINE
Written Reprimand Level II with 5-Day Suspension

Ref: (a) Florida Statutes Chapter 112
(b) CCSO General Order 2000.2, Disciplinary Actions
(c) CCSO General Order 2000.9, Career Service
(d) Clay County Code, Section 15.5, Sheriff's Career Service Ordinance
(e) Administrative Investigation #2022-004
(f) CCSO General Order 1000.2, Code of Conduct

Deputy Sheriff Leach,

In accordance with references (a), (b), (c), and (d), you are hereby notified that I intend to impose a Written Reprimand Level II with 5-Day Suspension for cause due to your conduct outlined in reference (e). This decision is based upon the results of Administrative Investigation #2022-004 (e), the findings and conclusions of which I adopt. The basis for imposing this discipline is based on the following policy violation:

- 1) Violation of General Order 1000.2 II.G.2. - *Members shall be courteous, civil, and otherwise act with respect towards one another. They shall not publicly criticize any official act or member of the sheriff's office.*
- 2) Violation of General Order 1000.2 III.B.3. - *Members shall not communicate information relating to proposed arrests or cases under investigation or to be investigated, except to the member assigned to the case, a supervisor, or unless authorized by a higher authority.*
- 3) Violation of General Order 1000.2 III.F.10. - *Members shall not knowingly associate or fraternize with, correspond or communicate with, engage in criminal activity or accept services from or do favors for any detained, sentenced or pretrial inmate, or their family members charged to the custody of the Sheriff except as necessary to perform their duty functions as set forth by the rules and regulations.*

"Proudly Serving with Honor and Courage".

- 4) Violation of General Order 1000.2 III.H. - *Members shall avoid regular or continuous associations or dealings with persons who they know are under criminal investigation or prosecution, except as required by the performance of their duties, or where unavoidable, because of a personal relationship of the member. "Personal relationships" are defined as those relationships created by blood or marriage.*

In accordance with reference (d), a member who has attained career status in the office of the Sheriff may only be disciplined for cause. It is my finding that your conduct as outlined above constitutes "cause" as defined in reference (d).

Prior to imposing this discipline, I will provide an opportunity for a pre-disciplinary hearing in accordance with reference (b and d). This hearing will be in my conference room on a date to be determined should you elect to have this hearing. This is your opportunity to present any evidence in dispute of the allegations, and to provide any mitigation prior to the imposition of discipline. If you elect to have this pre-disciplinary hearing, you must notify Internal Affairs in writing within two (2) business days of receiving this notice. If you do not make this notification, then you will waive your right to the pre-disciplinary hearing, and by the fourth (4) day after receiving this notice, the discipline outlined herein will be imposed.

In accordance with references (b), (c), and (d), you will be entitled to appeal any discipline imposed at this hearing that exceeds (5) five days unpaid suspension to the Career Service Appeals Board. Members who have attained career status may request a hearing by the Career Service Board within seven (7) working days.

Appeal Procedure - An appeal of action specified as appealable to the Career Service Appeals Board shall be made in writing to the Sheriff and hand delivered to the Sheriff or designee or sent via certified mail, return receipt requested.

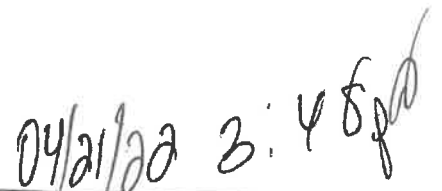
The written appeal must be received by the Sheriff no later than seven (7) working days after the member is notified of the action on which the appeal is based. The written appeal will include the two (2) names selected by the member to serve on the Board. If the member does not comply with the time provisions of notifying the Sheriff in writing, it will be deemed that the member has waived their right to an appeal.



Sheriff Michelle Cook



Member Receipt: Print / Sign / ID#



Date / Time



CLAY COUNTY SHERIFF'S OFFICE
SHERIFF MICHELLE COOK
Internal Affairs Unit

1124 hours

Member Notification of Administrative Investigation

Date: February 23, 2022
To: Deputy Sheriff Sherri D. Leach #8401
From: Detective Danilo Matos #6336

The Internal Affairs Unit has initiated an administration investigation in reference to allegations that you violated a directive(s) of the Clay County Sheriff's Office. The allegations stem from your communication with a Clay County Jail Inmate, specifically twenty-three (23) recorded telephone call conversations between yourself and Inmate Corey Louis Binderim (ID#41090) from November 18, 2021 to February 11, 2022. The nature of the allegations pertain to the violations of the following CCSO directives:

General Order - 1000.2 (Code of Conduct)

II. Obligations to Demonstrate Courtesy and Cooperation

G. Courtesy to and support of co-workers.

2. Members shall be courteous, civil, and otherwise act with respect towards one another. They shall not publicly criticize any official act or member of the sheriff's office.

III. Constraints on Behavior

B. Information

3. Members shall not communicate information relating to proposed arrests or cases under investigation or to be investigated, except to the member assigned to the case, a supervisor, or unless authorized by a higher authority.

F. Abuse of position or authority:

10. Members shall not knowingly associate or fraternize with, correspond or communicate with, engage in criminal activity or accept services from or do favors for any detained, sentenced or pretrial inmate, or their family members charged to the custody of the Sheriff except as necessary to perform their duty functions as set forth by the rules and regulations.

Exception: Members assigned or conducting an investigation authorized by their chain of command.



CLAY COUNTY SHERIFF'S OFFICE
SHERIFF MICHELLE COOK
Internal Affairs Unit

General Order - 1000.2 (Code of Conduct)

III. Constraints on Behavior

H. Members shall avoid regular or continuous associations or dealings with persons who they know are under criminal investigation or prosecution, except as required by the performance of their duties, or where unavoidable, because of a personal relationship of the member. "Personal relationships" are defined as those relationships created by blood or marriage.

You will be notified when to report to the Internal Affairs Unit to answer questions fully and truthfully, and to present all information and/or evidence relevant to this investigation when directed by the Investigator in charge. This proceeding will be administrative, therefore you are ordered to fully cooperate with the investigation. Note: You are entitled to review all information and evidence related to the investigation prior to your interview. You are also entitled to have a representative of your choosing with you during the interview if you wish.

All information concerning this investigation is to remain confidential until the case becomes public record. If you divulge any information prior to it becoming public record, you are in violation of CCSO General Order 1000.1 and Florida State Statute 112.533.

Be assured this matter will be investigated impartially. Upon completion of the investigation, you will be notified of the results and actions, if any, to be taken. If you have any questions, please feel free to contact the Internal Affairs Unit at 904-289-0800.

[Signature]
Investigator Signature

6336
ID #

2/23/22
Date

[Signature]
Member Signature

8401
ID #

02/23/22
Date

Original:
cc:

IA File
Member's Division Chief / Member



CLAY COUNTY SHERIFF'S OFFICE
SHERIFF MICHELLE COOK
Internal Affairs Section

ADMINISTRATIVE RIGHTS (Sworn & Non-Sworn)

Name: Sherri Leach IA Investigation # 2022-004
ID # 8401 Rank: Deputy Sheriff Assignment: Operations / Patrol
Date: 2/23/2022 Time: 1126 Place: Internal Affairs Office

You are advised of the following:

1. Any admission of misconduct made in the course of this administrative interview may be used as the basis for charges seeking your removal, discharge or suspension.
2. Any admission made by you during the course of this administrative interview cannot be used against you in a subsequent criminal proceeding. [Ref. *Garrity v. New Jersey*, 385 U. S. 493, 87 S. Ct. 616 (1967)]
3. You have the right to a representative of your choosing, including legal counsel, to be present with you during this administrative interview, and you will be afforded the opportunity to reasonably consult with him or her in private.
4. You have the right to be given reasonable time to obtain counsel of your own choosing.
5. You have an obligation to truthfully answer questions put to you. [Ref. *Gardner v. Broderick*, 392 U. S. 273, 88 S. Ct. 1913, 1916, (1968)]

The undersigned hereby acknowledges that he was informed of the above Administrative Proceedings Rights.

[Signature]
Investigator Signature

Danilo Matos #6336
Investigator Name & ID

[Signature] #8401
Member Signature

2/23/2022 @ 1126 hours
Date & Time



CLAY COUNTY SHERIFF'S OFFICE
SHERIFF MICHELLE COOK
Internal Affairs Section

Notification of Florida Police Bill of Rights

Name: Sherri Leach IA Investigation #: 2022-004
ID #: 8401 Rank: Deputy Sheriff Assignment: Operations / Patrol
Date: 2/23/2022 Time: 1128 Place: Internal Affairs Office

As a law enforcement and/or correctional officer, you have the following rights under Florida Statute 112.532:

1. Your interrogation shall be conducted at a reasonable hour, preferably at the time when the member is on duty, unless the seriousness of the investigation is of such a degree that immediate action is required.
2. The interrogation shall take place either at the office of the command of the Internal Affairs Investigator or at the office of the organizational component in which the incident occurred, as designated by the investigator or agency.
3. The member under investigation shall be informed of the rank, name and command of the Investigator in charge of the investigation, the interrogating member, and all persons present during the interrogation. All questions directed toward the member under interrogation shall be asked by and through only one interrogator at any onetime.
4. The member under investigation shall be informed of the nature of the investigation prior to any interrogation, and he shall be informed of the name of the complainant(s).
5. Interrogating sessions shall be for reasonable periods and shall be timed to allow for such personal necessities and rest periods as are reasonably necessary.
6. The member under interrogation shall not be subjected to offensive language or threatened with transfer, dismissal or disciplinary action. No promise or reward shall be made as an inducement to answering any questions.
7. The formal interrogation of the member, including all recess periods, shall be recorded, and there shall be no unrecorded questions or statements.

Upon the request of the interrogated officer, a copy of any recording of the interrogation session must be made available to the interrogated officer no later than 72 hours, excluding holidays and weekends, following said interrogation.

8. If the member under interrogation is under arrest, or is likely to be placed under arrest as a result of the interrogation, he or she shall be completely informed of all his or her rights prior to the commencement of the interrogation.
9. At the request of any member under investigation, he or she shall have the right to be represented by counsel or any other representative of his or her choice who shall be present at all time during such interrogation whenever the interrogation relates to the member's continued fitness for law enforcement or correctional service.

The undersigned hereby acknowledges that he was informed of the above rights.

Danilo Matos / #6336

Investigator Name / ID#


Investigator Signature

 #8401
Member Signature

2/23/2022 @

Date/Time

1128 hours



CLAY COUNTY SHERIFF'S OFFICE
SHERIFF MICHELLE COOK
Internal Affairs Section

PERJURY WARNING

Name: Sherri Leach IA Investigation #: 2022-004
ID #: 8401 Rank: Deputy Sheriff Assignment: Operations / Patrol
Date: 2/23/2022 Time: 1129 Location: Internal Affairs Office

F.S.S. 837.012, PERJURY

(1) Whoever makes a false statement, which he or she does not believe to be true, under oath, not in an official proceeding, in regard to any material matter shall be guilty of a misdemeanor of the first degree, punishable as provided in *FSS 775.082, FSS 775.083* and *FSS 775.084*.

I solemnly swear that the sworn statement I am about to give is the truth, the whole truth and nothing but the truth.


Investigator Signature

Danilo Matos / #6336
Investigator Name / ID#

 #8401
Member Signature / ID#

2/23/2022 @ 1129 hours
Date / Time



CLAY COUNTY SHERIFF'S OFFICE
SHERIFF MICHELLE COOK
Internal Affairs Section

GARRITY WARNING

Name: Sherri Leach IA Investigation # 2022-004
ID # 8401 Rank: Deputy Sheriff Assignment: Operations / Patrol
Date: 2/23/2022 Time: 1130 Location: Internal Affairs Office

You are being questioned as part of an Internal Affairs Investigation by the Clay County Sheriff's Office. You will be asked questions specifically directed and related to the performance of your official duties or fitness for office. I am not questioning you for the purpose of instituting a criminal prosecution against you. As a matter of Constitutional law, even if you do disclose information which indicates that you may be guilty of criminal conduct, neither your self-incriminating statements, nor the fruits of any self-incriminating statements, can be used against you in any criminal legal proceedings.

Since this is an administrative matter, all questions relating to the performance of official duties or fitness for duty must be answered fully and truthfully, and disciplinary action, including dismissal, may be undertaken if you refuse to answer fully and truthfully. This requirement is set forth in our Sheriff's Office General Orders requiring all members of the Sheriff's Office to comply with lawful orders.

Should you engage in lying, untruthfulness, misstatement, or should you fail to respond to any question asked of you, fully and truthfully, you can be prosecuted for perjury, giving false statement, or obstruction of justice.

Do you understand what I have explained to you? yes

Do you have any questions concerning what I have just explained to you? NO

I, Sherri Leach, by my signature below, affirm that I have been advised of the "Garrity Warning" and have had its meaning explained to me.

[Signature]
Investigator Signature

[Signature] #8401
Member Signature / ID#

Danilo Matos #6336
Investigator Name & ID#

2/23/2022 @ 1130hours
Date & Time



CLAY COUNTY SHERIFF'S OFFICE
SHERIFF MICHELLE COOK

P.O. BOX 548

(904) 264-6512 or (352) 473-7211

FAX (904) 284-0710

GREEN COVE SPRINGS, FLORIDA 32043-0548

Subject: Administrative Investigation Summation #2022-004
Date: March 15, 2022
To: Sheriff Michelle Cook via Chain of Command
From: Detective Danilo Matos #6336
Reference: General Order 1000.2 - Code of Conduct

Principle: Sherri D. Leach #8401, Patrol Deputy Sheriff
Complainant: CCSO Detention Department / Intelligence Unit
Involved Other: Corey Louis Binderim, Clay County Jail Inmate

Synopsis

Between November 18, 2021 and February 22, 2022, Deputy Sheriff Sherri Leach and Inmate Corey Binderim have communicated with one another via 23 separate telephone calls. All of the telephone calls were recorded by Securus Technologies; Clay County Jail Inmate Telephone System. During multiple telephone conversations, Deputy Sheriff Leach and Inmate Binderim discussed various details of Inmate Binderim's active criminal investigation and prosecution. Additionally, during one particular telephone conversation, Deputy Sheriff Leach criticized multiple members of the sheriff's office, specifically her immediate co-workers and supervisor.

Details of Investigation

On February 11, 2022, Lieutenant A. Stacy, Detention Watch Commander, notified Sergeant K. Smith, Internal Affairs Supervisor, of the aforementioned communication between Deputy Sheriff Leach and Inmate Binderim. On February 14, 2022, Sergeant Smith notified me of the incident and instructed me to initiate this administrative investigation.

Unless otherwise noted, all of the following notifications, interviews, meetings, etc. were recorded in audio format. All of the recordings were downloaded to the IAPro digital case file. Additionally, all of the pertinent sworn testimony obtained was documented in this report via summary format. To obtain complete details, review the audio recordings in their entirety.

Background Information:

Inmate Cory Binderim has been incarcerated in the Clay County Jail since March 3, 2020, when he was arrested for the offenses of Murder; Assault/Battery during Burglary; and Tampering with Evidence. Details regarding the aforementioned offenses are documented under CCSO Case #2020-027132 and State Attorney's Office (SAO) Case/Docket #2020-392CF.

Deputy Sheriff Leach has been employed by the CCSO since July 21, 2020. Deputy Sheriff Leach and Inmate Binderim previously established a unique lifelong pseudo-family relationship, which existed approximately 45 years prior to Inmate Binderim's arrest and incarceration on March 3, 2020.

On November 16, 2021, the Clay County Jail received a three-page typed letter from "*Sherri Thompson*" (Deputy Sheriff Leach) addressed to Inmate Binderim. On November 18, 2021, after viewing the letter, Inmate Binderim made his first telephone call to Deputy Sheriff Leach. Note: A copy of the letter was attached to this case file. Additionally, the content of the letter consisted of various life status updates regarding members of both Deputy Sheriff Leach's family and Inmate Binderim's family. There was not anything suspicious or anything out of the ordinary regarding the content of the letter.

Review of Jail Telephone Calls:

On February 14, 2022, I gained access to the Clay County Jail Inmate Telephone System, Securus Technologies, and began my review of the recorded telephone conversations between Deputy Sheriff Leach and Inmate Binderim.

On February 22, 2022, I completed my review and confirmed the following results:

- There were a total of 23 completed telephone calls.
- The telephone calls occurred between November 18, 2021 and February 22, 2022.

- All of the telephone calls were made by Inmate Binderim to Deputy Sheriff Leach's personal cellular telephone; 119.0714)(d)2 a

Review of Pertinent Jail Telephone Calls:

The following is a summary of nine telephone calls that were identified as pertinent.

1. 11/18/2021 @6:57:09 a.m. / Duration: 19:51 - First telephone call. After discussing his receipt and review of Deputy Sheriff's Leach's letter, Inmate Binderim stated.

Subsequently, Inmate Binderim explained the details of the allegations made against him and the investigative timeline created by CCSO detectives. Referring to Inmate Binderim's legal situation, Deputy Sheriff Leach stated, The call was ended by each party saying,

2. 11/20/2021 @3:13:56 p.m. / Duration: 5:29 - Inmate Binderim explained his close relationship with Deputy Sheriff Leach to his friend Mike. Inmate Binderim stated

3. 12/1/2021 @6:55:50 a.m. / Duration: 19:31 - Inmate Binderim explained how his DNA was collected on multiple occasions by CCSO detectives. Additionally, Inmate Binderim spoke disparagingly about the CCSO lead detective in his case. Inmate Binderim stated.

Deputy Sheriff Leach replied,

Inmate Binderim continued and stated,

4. 12/1/2021 @7:37:15 a.m. / Duration: 20:00 - Deputy Sheriff Leach explained her thought process regarding the letter she mailed to Inmate Binderim. Referring to her use of the name "Sherri Thompson" on the letter, Deputy Sheriff Leach stated.

5. 1/19/2022 @9:52:36 a.m. / Duration: 20:00 - Inmate Binderim stated

Note: During her interview, Deputy Sheriff Leach will be asked about her knowledge regarding Inmate Binderim's criminal history.

6. 2/3/2022 @1:10:53 p.m. / Duration: 19:26 - Inmate Binderim discussed the investigation of his case by commenting on the actions of Deputy Sheriff R. Lunsford (Patrol), who he stated was

7. 2/7/2022 @12:53:44 p.m. / Duration: 20:00 - Deputy Sheriff Leach spoke disparagingly about her co-workers and supervisor. Deputy Sheriff Leach stated.

8. 2/11/2022 @7:37:15 a.m. / Duration: 20:00 - Toward the end of the conversation, Inmate Binderim discussed his case, specifically about the DNA

9. 2/11/2022 @3:43:02 p.m. / Duration: 17:24 - The conversation continued about Inmate Binderim's case, specifically a back and forth discussion about DNA collection and processing.

Inmate Binderim stated.

**Bent v State 46 So
3d 1047**

Principal Notification: Deputy Sheriff Leach

On February 23, 2022, I met with Deputy Sheriff Leach at the Internal Affairs Office. Deputy Sheriff Leach was presented with the following documents: Member Notification of Internal Affairs Investigation; Administrative Rights; Notification of Florida Police Bill of Rights; Garrity Warning; and Perjury Warning. Subsequent to her review, Deputy Leach confirmed she fully understood the content of all the documents. After providing her with a copy of the aforementioned documents, and explaining the administrative investigation process, the meeting was concluded. Prior to concluding the meeting, Deputy Sheriff Leach agreed to return to the Internal Affairs office the following day to conduct her evidence review.

Principal Evidence Review: Deputy Sheriff Leach

On February 24, 2022, I met with Deputy Sheriff Leach at the Internal Affairs Office. Deputy Sheriff Leach was presented with a compact disc. The disc contained General Order 1000.2, Inmate Binderim's jail correspondence (letters), and (23) recorded telephone calls. Deputy Sheriff Leach conducted her evidence review inside the interview room using an agency issued desktop computer. Subsequent to the completion of her review, I asked Deputy Sheriff Leach if she had any questions regarding any of the information she reviewed. Deputy Sheriff Leach stated she did not. I then asked Deputy Sheriff Leach when she wanted to schedule her interview. Deputy Sheriff Leach requested to schedule her interview on Wednesday, March 9, when she returned from an out of town training class. After confirming the date and time of the interview, the meeting was concluded.

Principal Interview: Deputy Sheriff Leach

On March 9, 2022, I met with Deputy Sheriff Leach and Fraternal Order of Police (FOP) representative J. J. Dixon at the Internal Affairs Office. Deputy Sheriff Leach was presented with the following documents: Member Notification of Internal Affairs Investigation; Administrative Rights; Notification of Florida Police Bill of Rights; Garrity Warning; and Perjury Warning. All of the aforementioned documents were previously reviewed by Deputy Sheriff Leach on February 23. Subsequent to her additional review, Deputy Sheriff Leach confirmed she fully understood the content of all the documents. I then asked Deputy Sheriff Leach if she was prepared for her interview. Deputy Sheriff Leach confirmed she was prepared and wanted to proceed with the interview. Deputy Sheriff Leach provided the following sworn testimony.

When asked to explain her relationship with Corey Binderim, Deputy Sheriff Leach stated, *"My entire life I have been told that Corey Binderim is my brother. We were raised with two sets of parents and four of us kids as a family unit. We shared homes a lot of the same times. My dad and Corey's dad were in the military. We were transferred to a lot of the same duty stations."*; *"It's obvious that there is a very deep significant bond, that of siblings between myself and Corey. The dictionary definition of family; I went to look at it because it's being questioned as to whether or not we are family. And as far as anybody in either of our families are concerned, and if you were to ask any of them, they will tell you*

that we are in fact family.”; “Now I do understand what has been brought to my attention as these sheriff’s office policies stating personal, that you cannot communicate with an inmate unless it’s personal relationships. To me, there’s no question that this falls under a personal relationship.”

Subsequently, Deputy Sheriff Leach stated she believed there was a possibility that she and Corey Binderim were related by blood. Deputy Sheriff Leach referred to the genealogy company of “Ancestry.com” and explained because she was related to several thousand people; it was possible Corey Binderim was one of those people. When asked if she possessed any knowledge regarding the possibility she was related to Corey Binderim by blood or marriage, Deputy Sheriff Leach stated, *“I will say this, so our familiar relationship started approximately 1976. I was born in 1974. Corey was born in 1975. We do not know life without each other. Our families do not know, I have no recollection of existing in this life without the Binderim’s being part of my family. There were numerous times when we transferred duty stations together, where we would move and then they would move behind us and we would share a home. In fact, when we moved to Fleming Island, they moved here from Italy. We shared a home until they built their house around the corner from us.”*

I subsequently interrupted Deputy Sheriff Leach and asked prior to explaining her extensive history with the Binderim family, did she possess any proof that she was related to Corey Binderim by blood or marriage. Deputy Sheriff Leach stated she did not possess any proof whether she was or was not related to Corey Binderim, and emphasized there was a possibility they were related. When asked if it was the same possibility that she and I could be related, Deputy Leach stated, *“Absolutely!”* After expressing her interpretation of the policy definition regarding personal relationships, Deputy Sheriff Leach stated, *“When I read personal relationships, there is no question whatsoever that this is my family.”; “I feel like, by definition of personal relationships, that this one hundred percent qualifies for that. And it’s a matter of opinion whether it does or does not. To me it was never a question. I would never intentionally violate any policy.”; “Violating a policy intentionally, that’s not Sherri Leach. I think everybody that knows me will attest to that. When I read this and it said personal relationships, I felt like, that’s us. This covers us.”*

Deputy Sheriff Leach continued to provide extensive and detailed information regarding her lifelong relationship with the Binderim family, which she described as a “rare”, “nontraditional”, and “unique family unit.” Note: Deputy Sheriff Leach provided 12 pages of documents regarding various digital and social media interactions with the Binderim family. Included in the documents was Deputy Sheriff Leach’s CCSO Employee Basic Information Sheet, which was completed in July 2020, and listed “Eric & Stacy Binderim” as her “Bonus Parents” under the Emergency Information section. Additionally, Deputy Sheriff Leach stated her unique relationship with the Binderim family was defined by various legal documents such as wills and power of attorney. All of the aforementioned documents provided by Deputy Sheriff Leach were attached to the case file. Deputy Sheriff Leach added, *“I feel like all of that was proof to back up what I’m saying. That this is not just some friend. This is holidays, vacations. We spent every single weekend together. We made trips across the country together.”; “We shared tents. We shared pop up campers. We shared homes. We shared pets.”* Referring to the Binderim family, Deputy Sheriff Leach stated, *“They are our family.”* Deputy Sheriff Leach added, *“It’s not my desire to make the sheriff’s office look bad or make anybody angry. That’s not my intention. This is my brother and I feel like I needed to let him know that I love him and that he’s not alone in the world.”;*

"I sit in church every week and they tell you it's not the righteous that need Jesus, it's the sinners. How do I just turn my back on somebody that I love?"; "It's painful for me. All I can do is love him and pray for him, and hope that I can help lead him to salvation. Because, whatever happens with this, I mean there's a good chance from what I hear from his wife that he is looking at the death penalty. If that's the case, what kind of person am I to just say okay, see ya."; "My job is to make sure he is saved."

When asked to describe how she initiated contact with Corey Binderim, Deputy Sheriff Leach stated she initially contacted him in February 2021 via the previous Chaplain, Douglas Matyi. Deputy Sheriff Leach explained Corey Binderim's father had just passed away and she asked Chaplain Matyi to personally make the death notification to Corey. Deputy Sheriff Leach stated her actions were solely to inform Corey of his father's passing, and there was not any other message or information communicated to Corey during that process. Subsequently, Deputy Sheriff Leach referred to the policy prohibiting her communication with Inmate Binderim and stated it was not fair. After explaining there were exceptions to rules under specific circumstances and with the appropriate supervisor notification and approval, I asked Deputy Sheriff Leach if she spoke with any supervisor, explained the unique circumstances, and requested approval to communicate with Corey Binderim. Deputy Sheriff Leach replied, *"I did not. Because I felt like I was covered under the personal relationships completely."*

After referring to personal relationships within the sheriff's office, Deputy Sheriff Leach stated she wanted *"to clear the air"* regarding a comment she made during one of her conversations with Corey Binderim, specifically their conversation on February 11, 2022 @ 3:43:02 p.m. During the conversation, Corey stated she (Deputy Sheriff Leach) probably did not want to mention their connection/relationship to the sheriff. Subsequently, Deputy Sheriff Leach replied,

Describing what she meant by that comment, Deputy Sheriff Leach stated she was referring to a personal conversation with she had with Michelle Cook prior to her becoming sheriff and prior to her (Deputy Sheriff Leach) becoming a deputy sheriff. Deputy Sheriff Leach added the conversation took place during the time when Corey Binderim was identified as a person of interest in the case. During the conversation, *"Sherri Leach"* simply mentioned to *"Michelle Cook"* that Corey Binderim was her brother and she was devastated that Corey was even involved in the incident. Deputy Sheriff Leach emphasized that after she made the comment, the matter was not discussed any further. After explaining her comment had raised speculation that Sheriff Cook was possibly aware of her communication with Corey Binderim, I asked Deputy Sheriff Leach if Sheriff Cook had any knowledge regarding her communication with Corey Binderim since he was arrested and incarcerated in the Clay County Jail. Deputy Sheriff Leach replied, *"Absolutely not. Absolutely not. Nobody, nobody knows."*

The interview then transitioned to discuss the letter Deputy Sheriff Leach sent to Corey Binderim at the Clay County Jail. Deputy Leach stated, *"The reason why I sent the letter as Sherri Thompson was twofold; one, it's because Corey knows me as Sherri Thompson."; "The other reason was because I didn't want somebody that was reviewing mail in the jail to pull it and come to some conclusion or say, well, hold on, what is this? Blah, blah, blah, blah. So I was like, well, let's don't open that can of worms where people are asking questions or somebody's going hold on, you know, why is she sending, because I don't feel like that was something that should have been discussed at the level of whoever's reviewing the mail."; "And the other reason, the flip side of that is he's in with inmates that I don't want*

them, he doesn't want them to know who I am and the job that I hold.”; “I felt like it made sense for both sides.”

After reiterating her thought process and concern regarding the use of Sherri Thompson for the aforementioned letter, I asked Deputy Sherriff Leach if she had any concerns having over 20 recorded telephone conversations with Corey Binderim? Deputy Sheriff Leach stated, *“I don't feel like I have anything to hide. I don't have anything to hide.”; “I am the most transparent, honest person that I know. I have nothing to hide. Every action that I have done, purely comes from the heart. I have not done anything that I felt like oh, what did I do.”; “My intentions are pure. I wasn't trying to hide anything.”; “I didn't intentionally do anything wrong here.”*

The interview then transitioned to discuss the previously identified nine pertinent telephone calls.

Call #1: After explaining the pertinent aspects of the call, and confirming its content, Deputy Sheriff Leach did not provide any additional information.

Call #2: After explaining the pertinent aspects of the call, and confirming its content, Deputy Sheriff Leach did not provide any additional information.

Call #3: After explaining the pertinent aspects of the call, and confirming its content, Deputy Sheriff Leach stated she did not acknowledge Corey's rant nor any of his disparaging comments. Note: Deputy Sheriff Leach and I discussed that there was not a policy which required her to prevent Corey Binderim from speaking disparagingly of agency members but it was reasonable and prudent for her to attempt to prevent Corey Binderim from doing so.

Call #4: After explaining the pertinent aspects of the call, and confirming its content, Deputy Sheriff Leach did not provide any additional information. Note: Deputy Sheriff Leach previously explained her reasons why she addressed the letter she sent to Corey Binderim using the name Sherri Thompson.

Call #5: After explaining the pertinent aspects of the call, and confirming its content, Deputy Sheriff Leach stated she is familiar with Corey Binderim's criminal history, which she emphasized consisted of only one criminal offense that occurred when Corey was a juvenile. Deputy Sheriff Leach added since that time and until his recent arrest and incarceration, Corey has been a law-abiding citizen and a devoted family man for many years, decades.

Call #6: After explaining the pertinent aspects of the call, and confirming its content, Deputy Sheriff Leach did not provide any additional information.

Call #7: After explaining the pertinent aspects of the call, and confirming its content, Deputy Sheriff Leach stated, *“I have absolutely no ill will whatsoever to any of my co-workers.”* Regarding her comments about her co-workers getting “black eyes”, Deputy Sheriff Leach stated, *“Should I have said that? No. Should I have told him on a recorded line that I have new beat partners that hate my guts and they're not nice to me? No, of course not. I shouldn't have said it. I should not have shared that information with him. In hindsight, I would have never discussed anything about my work whatsoever*

with him on a recoded line.”; “I take responsibility for that.”; “He asked how my day was and I spilled my guts, and I shouldn’t have.”

Call #8 and Call #9: After explaining the pertinent aspects of the calls, and confirming their content, Deputy Sheriff Leach stated she did not recall asking Corey any specific questions regarding his case, and her responses to his comments were general in nature just to indicate she acknowledged what he was saying. Deputy Sheriff Leach added, *“Should I have stopped him immediately when he starting talking about his case? Absolutely. I don’t deny that.”* Note: Deputy Sheriff Leach voiced her confusion regarding the allegation she engaged in discussion with Corey about his case. I explained to Deputy Sheriff Leach though her discussion with Corey about his case was general in nature, general curiosity, it was a discussion of his case nonetheless. Additional Note: Regarding her discussion about Sheriff Cook, Deputy Sheriff Leach previously explained and clarified the comment she made regarding Sheriff Cook. When asked if she felt it was appropriate to discuss Sheriff Cook in the manner described on the telephone call, Deputy Sheriff Leach replied, *“No, of course not.”; “That falls under discussing my work.”; “It should have never been discussed.”*

Toward the end of the interview, I asked Deputy Sheriff Leach if she wanted to add anything to her statement. Deputy Sheriff Leach replied, *“I feel like the biggest question here is, goes back to the personal relationships.”* Deputy Sheriff Leach then reviewed and summarized the importance of each document she provided as evidence to prove her unique relationship with Corey Binderim and the entire Binderim family. Deputy Sheriff Leach added, *“We’re supposed to selflessly serve with honor and courage. I don’t feel like excluding people’s family members because they have somebody incarcerated. I think it kind of goes against what our goal is here.”; “I love this community. I don’t do this job just to do this job. It’s because I want to be in the community. I want to, everybody says, well I want to make a difference. No, that truly is, that’s truly why I’m here.”*

Deputy Sheriff Leach added, *“Since the day I was called in to report here, I have not spoken to anyone about this investigation. However, the rumor mill has drug my name through the mud. My integrity has been questioned. Lifesaving training that could save the life of my children’s mother was cancelled. I was not permitted to attend any event at the Elks Lodge that I have been long involved with in attending for many years prior to my employment at CCSO. I have not been able to speak to my brother. I have not been able to explain to him why I can’t take his phone calls, which every time the phone rings and it’s him, it really puts me through an emotional turmoil because I don’t feel like that’s fair. I think if this is the decision that I am not allowed to speak with him, that he needs to be told why and what’s going on. It’s not fair to him and it’s not fair to me that he continues to call and I’m not allowed to talk to him. I have not spoken to my bonus mother, Corey Binderim’s biological mother, because now I am afraid because of what the policy says. I’m afraid to go help her fix her fence. I’m afraid to go let her dogs out for her. But I can help the widow around the corner from her because I haven’t asked him, does he have a family member in the jail. I just feel like we need to look at this policy and refigure out if this is really the message that we want to convey and really what we want to do as far as helping our community members. I have not been able to explain or answer questions to my family about the situation. It really has taken an emotional toll on me and my children and my parents. I feel like I have already been punished severely. My actions came from a place of nothing but love and my desire to follow God’s heart. It was never my intention to violate any policies or place the sheriff’s office in a*

position to question my conduct, which is merely a lot of opinion based. However, I will tell you that I stand on a solid foundation of truth. My integrity is intact and my motives stem only from the heart. At no time did I ever question my relationship with Corey as being non-family. I never thought that anybody would question our relationship as being non-family. I believe that I have more than established my proof and my familiar relationship with Corey Binderim. And I would like to when this is over resume contact with my family. I would in no way, shape, or form allow him to comment on his case, other sheriff's office members, or even converse about my job. But I do feel like our policy needs to be updated to include adopted children. Our sheriff's office members who are raising children that are involved in gay and lesbian relationships, and we do have those. And this is brought to my attention and it's made me think about them. What if their child, who they have raised since they were a small child, but they have not, they don't, legally they're not blood or marriage; is in a situation they're not going to be able to converse that child, and I don't think that's fair. It needs to be updated to include non-traditional family units, same household units, and foster children. I have served my community with gratitude, empathy, love, and pride. And it's incomprehensible to me that I would have to chose to give up my own family to continue serving the community that I truly love." Subsequently, the interview concluded.

Follow Up Principle Interview: Deputy Sheriff Leach

Immediately following the conclusion of the initial interview, Deputy Sheriff Leach requested to provide additional information that she believed was pertinent. Subsequently, I reactivated my digital voice recorder and documented the following additional sworn testimony provided by Deputy Sheriff Leach.

Deputy Sheriff Leach stated she wanted to provide additional information regarding the reasons why she decided to write and send Corey Binderim a letter at the Clay County Jail. Deputy Sheriff Leach stated she worked on the letter for a long period of time, "and it was weighing heavily on my heart." Deputy Sheriff Leach explained that in two short years, two of her family members passed away and one was incarcerated. Deputy Sheriff Leach stated, "I just felt like I needed to reach out to Corey and let him know that he is loved and, I mean, he's my family. And so, it just weighed on me and I wanted to talk to him about his salvation."; "The fact that he's possibly facing the death penalty is very concerning to me as a Christian."; "I felt that it was important to reach out to him and let him know that he was loved but it was also important for me to speak to my brother, for my own, to settle my own heart." After explaining Corey Binderim had lost his father and sister in two short years, Deputy Sheriff Leach stated, "It's been a very traumatic couple of years for both families and I just felt the need to send the letter. Not just for me, but for him, but also for his mom, and for my parents. So I can hey, I reached out to him. I let him know that we love him and that he's responded and he's okay. I can reassure them."

Deputy Sheriff Leach added, "I didn't ask him to call me in the letter. But he did. And when he did," "I never thought that anything, about anything being wrong with him calling me or me sending a letter to him." Deputy Sheriff Leach reiterated her concern and responsibility regarding Corey Binderim's salvation. Subsequently, the interview concluded.

Investigation Conclusion

Investigation concluded that the allegations made against Deputy Sheriff Leach pertain to violations of the following Clay County Sheriff's Office directives.

General Order - 1000.2 (Code of Conduct)

II. Obligations to Demonstrate Courtesy and Cooperation

G. Courtesy to and support of co-workers.

2. Members shall be courteous, civil, and otherwise act with respect towards one another. They shall not publicly criticize any official act or member of the sheriff's office.

III. Constraints on Behavior

B. Information

3. Members shall not communicate information relating to proposed arrests or cases under investigation or to be investigated, except to the member assigned to the case, a supervisor, or unless authorized by a higher authority.

F. Abuse of position or authority:

10. Members shall not knowingly associate or fraternize with, correspond or communicate with, engage in criminal activity or accept services from or do favors for any detained, sentenced or pretrial inmate, or their family members charged to the custody of the Sheriff except as necessary to perform their duty functions as set forth by the rules and regulations.

Exception: Members assigned or conducting an investigation authorized by their chain of command.

III. Constraints on Behavior

H. Members shall avoid regular or continuous associations or dealings with persons who they know are under criminal investigation or prosecution, except as required by the performance of their duties, or where unavoidable, because of a personal relationship of the member. "Personal relationships" are defined as those relationships created by blood or marriage.

Disposition Recommendations

Allegation #1: Deputy Sheriff Leach publicly criticized members of the sheriff's office.

Pertinent facts/evidence: Deputy Sheriff Leach's criticism of her co-workers and supervisor was recorded by the CCSO jail inmate telephone system.

Recommendation: **Sustained**

Allegation #2: Deputy Sheriff Leach communicated information relating to a criminal case under investigation.

Pertinent facts/evidence: Deputy Sheriff Leach's discussion of Inmate Binderim's active investigation and prosecution was recorded by the CCSO jail inmate telephone system.

Recommendation: **Sustained**

Allegation #3: Deputy Sheriff Leach knowingly associated and communicated with a pretrial inmate, specifically Inmate Corey Binderim.

Pertinent facts/evidence: Deputy Sheriff Leach's association and communication with Inmate Binderim was confirmed via one letter and the 23 recorded telephone call conversations with Inmate Binderim.

Recommendation: **Sustained**

Allegation #4: Deputy Sheriff Leach regularly and continually associated with a person known to be under criminal investigation and prosecution, specifically Inmate Corey Binderim.
Note: The current policy definition of the "*personal relationship*" exception does not apply.

Pertinent facts/evidence: Deputy Sheriff Leach's regular and continuous association with Inmate Binderim consisted of one letter and 23 recorded telephone calls from November 18, 2021 to February 22, 2022.

Recommendation: **Sustained**

Policy Change Recommendation

Background: Regarding agency member association/communication with incarcerated persons and/or persons under criminal investigation, the current policy provides an exception, specifically a "personal relationship", which recognizes relationships created by blood or marriage. However, the current policy does not address other types of unique relationships, which could reasonably fall under the purview of personal relationships.

Recommendation: It is recommended the applicable policy be amended to include an expanded definition of personal relationships. Additionally, it is recommended the applicable policy be amended to include verbiage that requires agency members to obtain the appropriate supervisor approval prior to engaging in any such association/communication.

Prior Disciplinary Action

Internal Affairs Case History: None

Complaint History: None

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

"Pursuant to FSS 92.525, I declare that the foregoing document and the facts contained therein are true to the best of my knowledge and belief."

Respectfully submitted,



Det. Danilo Matos #6336
Internal Affairs Unit



CLAY COUNTY SHERIFF'S OFFICE
SHERIFF MICHELLE COOK

P.O. BOX 548
(904) 264-6512 or (352) 473-7211
FAX (904) 284-0710
GREEN COVE SPRINGS, FLORIDA 32043-0548

Subject: Addendum to Administrative Investigation Summation #2022-004
Date: April 18, 2022
To: Sheriff Michelle Cook via Chain of Command
From: Detective Danilo Matos #6336

On April 18, 2022, Sergeant K. Smith, Internal Affairs Supervisor, contacted me regarding an addendum to this administrative investigation. Sergeant Smith informed me that upon command staff review of this investigation, the question was raised if Deputy Sheriff Sherri Leach and Inmate Corey Binderim utilized any additional method(s) of communication.

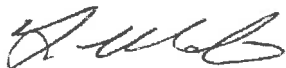
Based on the content of the telephone conversations between Deputy Sheriff Leach and Inmate Binderim, the testimony provided by Deputy Sheriff Leach, and the database searches conducted in the Securus Technologies inmate telephone system, there was not any additional method(s) of communication utilized by Deputy Sheriff Leach and Inmate Binderim.

It should be noted, Deputy Sheriff Leach and Inmate Binderim discussed the availability and option to utilize "Zoom calls" and "text messages" to communicate with one another. Their discussion regarding the aforementioned methods of communication was brief because they quickly decided that speaking on the telephone was their most convenient and preferred method of communication.

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

"Pursuant to FSS 92.525, I declare that the foregoing document and the facts contained therein are true to the best of my knowledge and belief."

Respectfully submitted,



**Det. Danilo Matos #6336
Internal Affairs Unit**



CLAY COUNTY SHERIFF'S OFFICE

Sheriff Michelle Cook

P.O. BOX 548

(904) 264-6512 or (352) 473-7211

FAX (904) 284-0710

GREEN COVE SPRINGS, FLORIDA 32043-0548

April 26, 2022

To: Deputy Sheriff Sherri D. Leach #8401
Patrol and Community Affairs Department

Written Reprimand Level II with 5-Day Suspension

Your performance as a Clay County Sheriff's Office employee, specifically as a Deputy Sheriff, has been unsatisfactory and requires formal disciplinary action.

Nature of Violations

As set forth in Administrative Investigation #2022-004; you violated Code of Conduct General Order 1000.2 II.G.2. - *Members shall be courteous, civil, and otherwise act with respect towards one another. They shall not publicly criticize any official act or member of the sheriff's office;* 1000.2 III.B.3. - *Members shall not communicate information relating to proposed arrests or cases under investigation or to be investigated, except to the member assigned to the case, a supervisor, or unless authorized by a higher authority;* 1000.2 III.F.10. - *Members shall not knowingly associate or fraternize with, correspond or communicate with, engage in criminal activity or accept services from or do favors for any detained, sentenced or pretrial inmate, or their family members charged to the custody of the Sheriff except as necessary to perform their duty functions as set forth by the rules and regulations;* and 1000.2 III.H. - *Members shall avoid regular or continuous associations or dealings with persons who they know are under criminal investigation or prosecution, except as required by the performance of their duties, or where unavoidable, because of a personal relationship of the member. "Personal relationships" are defined as those relationships created by blood or marriage. These infractions are unacceptable.*

"Proudly Serving with Honor and Courage".

Past Discipline

Date	AI - Complaint #	Nature of Charges	Discipline
None			

THE OFFICE OF THE SHERIFF

The mission of the Office of the Sheriff is to selflessly serve our community with honor and courage. Your behavior is not only in violation of the policies and procedures of the Office of the Sheriff, it dishonors the Core Values of the Office (Integrity, Caring, Excellence, and Teamwork). Additionally, the Office of the Sheriff has invested a significant amount of time, effort, and resources training you to be an instrumental employee.

Therefore, the following discipline is imposed for constructive purposes:

1. Written Reprimand Level II
2. Suspension without pay for 5 days **(40 hours)**. The condition of your suspension is as follows:
 - a. You will be advised of your actual suspension dates by your Chain of Command.

Per the Clay County Career Service Ordinance, you have the right to appeal this decision within seven working days of this date. You must provide me personally with a written notice of your intent to appeal under this ordinance or send such notice via certified mail, return receipt requested. Your written notice must be received in my office by 5:00 p.m. on Thursday, May 5, 2022.

Additionally, you have the right to submit to me, in writing, any rebuttal that you may have to the action taken. Such rebuttal will be placed in your permanent file.

WARNING

You are hereby reprimanded for this misconduct. You are advised to know, follow, and enforce the policies of the Clay County Sheriff's Office, Clay County Ordinances, and the laws and Constitution of our State and Federal Government. You are further advised that additional infractions may result in more severe discipline to include termination.

"Proudly Serving with Honor and Courage".

If you have been experiencing any adverse personal circumstances, please consult with your supervisor or if you prefer, you can call the Employee Assistance Program (EAP) at (800) 955-6422. This is a confidential service available to you 24 hours a day and 7 days a week.

Michelle Cook

Sheriff Michelle Cook

Member Receipt:

Sherri D. Leach

Print / Sign / ID #

Sherri D. Leach #8401

Date / Time

04/26/22 1436hours

"Proudly Serving with Honor and Courage".



OFFICE OF THE SHERIFF
Clay County, Florida
Sheriff Michelle Cook
Office Memorandum

Date: March 28, 2022
To: Sheriff Cook
From: Jeremy Clark, Assistant Chief of Patrol *JPC*
Subject: IA# 2022-004

I have reviewed this Internal Affairs Investigation as requested by Sergeant Smith. I concur with his and Detective Matos' recommendation of a **sustained** finding in all allegations. My recommendation is that Deputy Leach receive not less than a 30-day suspension without pay and a Level 2 Written Reprimand. I reviewed the Disciplinary Action Guide and concluded this based upon the following factors:

1. Deputy Leach repeatedly states she did nothing wrong and had nothing to hide, yet she concealed her identity initially and admitted to deciding not to consult a supervisor or higher authority about having contact with Bindarim. Moreover, Deputy Leach stated several times during her interview it was no one else's business what she was doing. Given her knowledge of Bindarim's current murder indictment and his criminal history including a previous conviction for attempted murder at age 18, the point-of-view she displays confirms a total disregard for the code-of-conduct policy. It also confirms she is unconcerned with the "big picture," and why there must be constraints on CCSO member's behavior, personal or professional.
2. Whether Deputy Leach and Bindarim are, or are not family members, is relevant only to the fourth policy violation. The others deal with the content of the communications between them. The content of their communication is not about salvation for Bindarim as she stated repeatedly in defense of her actions. It is instead talk between longtime, close friends about several inappropriate topics, including Bindarim's murder indictment and confidential information on-workers.
3. Deputy Leach accepted no responsibility for the decisions she made. She splits hairs on policy and meanings of words like "family member," while simultaneously asking the Agency to take a broad interpretation of policy. She suggests her situation with Corey Bindarim should be an exception to the policy but she only suggests this once caught and questioned, instead of seeking guidance or permission beforehand. While I know from the previous investigation on Bindarim he is a master manipulator, I would expect Deputy Leach to know this as well given

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their long association. I do not see how she could fail to see the conflict of interest in giving him any information about CCSO or any of its members. I therefore conclude she knew she was in the wrong from the beginning, but still moved forward with her plan hoping no one would notice.

4. Although egregious, these violations can be a learning moment if Deputy Leach is ultimately able to acknowledge her errors in judgment. My knowledge of her work product otherwise is that she is a reliable deputy and her supervisors have not reported any other discipline or performance issues. Since Deputy Leach has violated numerous policies and, thus far avoided responsibility for it, I suggest discipline in-line with similar code-of-conduct violations in order to correct her judgement moving forward.



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ROSIE BINDERIM HAYDU, 39

Rosie Binderim Haydu, 39, slept away on April 10, 2019 in Steinhatchee, Florida. She was born Erika Rose, in Millington, Tennessee, on August 18, 1979 to Eric and Stacy Binderim.

She is survived by her parents, Eric and Stacy (if this doesn't kill them) her brother, Corey Binderim (Cassidy, Bailey & Megan), her daughters, Chase Haydu, Bindy Rose Haydu, and Sadie Rose Mack, Grandparents, Steve Parmely and Rose Slane, Aunts Trisha Bazzell and Tonya Springob, and their families and Uncles Vance and Vic Parmely and their families. Her Grandparents, Robert Binderim and Georgia Rose Binderim and Aunt Cindy Drake pre-deceased her.

She is also survived by Bill and Kathie Thompson, (Sherri and Billy) her second family, Christina Perry, Angela Porter, and Billy Reiss, who she also included in "her family."

Rosie was a Project Manager at Winn Dixie from August 1997 to August 2013 where she started working in the Cali Center at 18 years old. She realized her dream in 2013 when she bought an RV Park in Steinhatchee.

There was never a time or situation that Rosie didn't have total control. She was smart, stubborn, strong, and dove in head first to manage any situation or help anyone, whether they liked it or not.

Rosie loved gathering people around, cooking good food, and planning parties. Her love was fierce, and she stayed true to her word. Her girls were her life, and she defined the term "Mama Bear." Her personality was so unique, nobody will ever forget how she made them feel.

There is no doubt that she is at peace and dancing with Josh Nicola and John Roley right now, probably naked.

Arrangements are under the care of Russell Haven of Rest Cemetery, Funeral Home and Cremation Center, 2335 Sandridge Road, Green Cove Springs, FL 32043. Family and friends may share their condolences at: www.RHRFH.com 904-284-7720



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Denise Donna Aymar
Russell Haven of ...

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Denise Donna Aymar, 64,
of Middleburg, FL ...



Michael "Carlos"
Jefferys :: Russell ...

6 months ago • 1 comment

Michael "Carlos" Jefferys,
46 Michael "Carlos"
Jefferys, 46 of St. John's ...



Jeffrey Michael
Priebe :: Russell ...

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Jeffrey Michael Priebe, 57,
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John
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Johnny
Johnny
Middle

1 Comment

Russel Haven of Rest

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Name



Bill P • 3 years ago

Very sad news. Godspeed Rosie.

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 SearchApr 15, 2019 · 

My RoseBud, My Sister, My Friend, You brought us all so much joy! Rest Easy Sweet Girl. Although my heart is broken, It gives me peace knowing that you are at peace!

Rosie Binderim

  Annie Leach and 59 others

34 comments



Like




Comment



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is with **Stacy Binderim**

...

and **4 others.**Apr 13, 2019 · 

← Search



Oct 17, 2019 · 2

is 🙄 feeling heartbroken. ...

Really missing my sister tonight. I have spent the majority of the last 6 months just being angry, and tonight it turned to pain, deep in my heart. It is hard to accept that I can't fix this, there is no resolution, just a horrible new reality. It is easier to just be mad than it is to endure the heartache. No matter how hard I have tried to just stay angry, I am feeling a gaping wound in my heart. My childhood was profoundly impacted by her existence and I wouldn't trade a second of our time together. I regret that our lives took such drastic opposite directions in recent years, and I will never stop asking myself if I did enough. I Love You Rosie Binderim, you will always be a part of me.



I had my own notion of grief.
I thought it was the sad time
That followed the death of
someone you love.
And you had to push through it
To get to the other side.
But I'm learning there is no other side.
There is no pushing through.
But rather,
There is absorption.
Adjustment.
Acceptance.
And grief is not something you complete,
But rather, you endure.
Grief is not a task to finish
And move on,
But an element of yourself-
An alteration of your being.
A new way of seeing.
A new definition of self.

Gwen Flowers

Word Porn

🙄❤️👍 Daneta Jett and 40 others

14 comments

👍 Like


💬 Comment

➦ Share



 Searchis with **Rosie Binderim.**

...

Apr 10, 2020 · Missing You Rose Bud A year later and I still can't accept this. 

I have been trying to write this for days and I just can't seem to make the words work. I would like to say all sugar coated sweet crap, but I know that is not what Rosie would want me to say. Truth is, this sucks very badly for all of us and life will never be the same as it was before. I am still trying to grasp this new reality.

I remember when her Mom was pregnant with her, I would hug her belly, and talk to her belly button. We often lovingly referred to Rosie as "Hell on Wheels", but Oh My Word, she absolutely WAS and we loved every bit of her for it. If need be, she would kick ass and did NOT care about taking names. She knew no boundaries, if she wanted it, she was going to get it and if she wanted YOU to have it, you were getting it and she was making damn sure of that!

We laughed hysterically MOST of the time, until our guts hurt, and usually about nothing. I am thankful that we found each other so amusing! Never a dull moment, she was my shadow and I was hers. We were told "Sherri & Rosie did NOT know how to be quiet", therefore we didn't get away with much. We were usually caught giggling our asses off which doesn't pair well with trying to be sneaky.

← Search

One night, we lost the car, and when the parents asked us the next morning "where is the car", we couldn't stop laughing to answer them, truth was, we didn't know where the stupid car was and THAT made it that much more hysterical!

She was terrified of thunderstorms, I loved them, but both of our closets had a hiding spot for both of us and we would hide there and wait for the storms to pass.

Nightlights, hiccups, spoon fulls of sugar, DL's, swimming-shoes, waterskiing Christmas Day in Black Creek, champagne, sour cream for days, toilets, beating welts on our brothers with spoons, camping tents, being hippies, hot tubs, po-pos, volleyball, dress up, making movies, taco bell, Popeyes biscuits with butter and honey, concussions, nudity, Dunkin Donuts Boston Crème, I-Drive, Eric from St. Pete, Islander, hair colors, rope swings, trespassing, spiders, watermelons, Black Creek, Ice-Cream by the Carton, boxes in boxes in boxes, inner-tubing in white caps, sports physicals, lily pads, competitions, two-by-two, football, so many memories. We never sat still, never met a stranger and we had SO much fun!!

My Rosebud, My Sister, My Friend, You will always be a part of me, we were a fearless and stubborn duo! I will cherish every crazy memory. I am taking deep breaths and trying to move forward, I know that is what you would tell me to do. You and John behave yourselves, or not, until we get there. I will love you forever!

Sherri Dawn





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ERIC BINDERIM, 65

Eric Binderim passed away after a brief battle with thyroid cancer on February 14, 2021. He is predeceased by his Father, Robert C. Binderim, his Mother, Georgina Rose Binderim, his Sister, Cynthia Drake, and his daughter, Erika (Rosie) Binderim.

He is survived by his wife of 44 years, Stacy Binderim (who can't believe this is true even though I'm writing this), his son, Corey Binderim, his sister, Trisha Bazzell (David) and 5 granddaughters, (Sadie Rose Mack, his namesake, Bindy Rose Haydu, Chase Haydu, Bailey Binderim and Megan Binderim).

Eric and Stacy met in High School in Wichita, Kansas in 1973, prior to Eric joining the Navy in July 1973 as an Aviation Structural Mechanic (AMSAN). They married in February 1977 and moved to Millington, Tennessee, where Eric taught "A" school with fellow instructor, Bill Thompson. Bill and Kathie Thompson's family have remained lifelong friends to this day.

Following the "A" school tour, Eric moved the family to Pensacola for a tour with the Navy's "Blue Angels" from 1980 - 1983. Again, making many lifelong friends who will unequivocally provide a true support system for Stacy.

Eric promoted through the enlisted ranks to Chief Petty Officer and was commissioned in 1987 as an Aviation Maintenance, Limited Duty Officer (LDO). After completing an overseas tour in Sicily in 1990, he moved to Jacksonville, Florida where he retired from the Center for Naval Aviation Technical Training Unit (CNATTU) as Executive Officer (XO) in 2001.

Awaiting Stacy's retirement, Eric took a position as a Contract Specialist for Naval Facilities Engineering Command (NAVFAC) at NAS Jacksonville, where he wrote government contracts until he retired in December 2018. Stacy retired from NAVFAC as a Financial Analyst in 2019, and they enjoyed the time of their lives for the next year as they traveled in their RV cross country attending granddaughter's cheer competitions and visiting family and friends.

Mr. Binderim will be interred in Jacksonville National Cemetery with full Military Honors.

Arrangements are under the care of Russell Haven of Rest Cemetery, Funeral Home and Cremation Center, 2335 Sandridge Road, Green Cove Springs, FL 32043. Family and friends may share their condolences at www.RHRFH.com 904-284-7720.



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1 month ago • 1 comment
Dr. Abbiah Narayana Reddy, 83 Dr. Abbiah Narayana Reddy, age ...



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Josephine "Jo" Ann Tobias (Castro), 94 On Tuesday, April 13, 2021...



6 months ago • 1 comment
Michael "Carlos" Jefferys, 46 Michael "Carlos" Jefferys, 46 of St. John's



6 months ago
Brian / 70 Bri: Lecky

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2 comments

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...

Such an incredibly tough loss for my family/bonus family. Eric Binderim is my bonus Dad, I don't ever remember a life without the Binderims and they have had a huge impact on the person I am today. Eric has been reunited with Rosie Binderim and My Roomie-Yanni-John and I know they are all whole, safe and happy in heaven. Please keep Stacy, Sadie, Chase and Bindy in your prayers as they have suffered a tremendous amount of loss in the last two short years.

Eric, Save me some donuts, I know they have the BEST ones in heaven. Thank you for always being supportive and letting me know how proud you were of my recent accomplishments. You will be missed so very much. Please pray for my parents too, this is so hard for all of us.



RHRFH.COM

Eric Binderim :: Russell Haven of Rest

i

  Amy Mayers McNeal and 54 others 27 comments

< **C** New conversation

Corey Binderim 

Recipient



11:51 AM 

Tuesday, November 19, 2019

1:44 PM 

Thursday, November 21, 2019

12:20 AM

View all





Me

12:20 AM, Nov 21



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Employee Emergency Contact Sheet Form 94(cisk) probably
has the exact
same info.
in reverse
order.

CLAY COUNTY SHERIFF'S OFFICE
Clay County, Florida

EMPLOYEE BASIC INFORMATION SHEET

Please check all that apply

Employee ID #: 08401
F, M, L Name: Sherri Dawn Leach
Physical Address: _____
Mailing Address: _____
City/State: _____
ZIP Code: _____
Home Phone #: _____
Cell #: 1

Job Title: Patrol Deputy Sheriff
Veteran: YES ☐ NO ☒
Military Branch: _____
Date of Birth: _____
Handicapped: YES ☐ NO ☒
Marital Status: N/A
D.L. #: _____
Social Security #: _____

***** EMERGENCY INFORMATION *****

Name: _____
Relation: _____
Address: **redactions pursuant
FSS 119.071 (4)(d)2a**

Home: _____
Cell: _____
Work: _____

Name: _____
Relation: _____
Address: _____

Home: _____
Cell: _____
Work: _____

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Date

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Benefits: HC 7/22/2020
Date
Payroll: HC 7/22/2020
Date

Sherril Leach Journal

February 2021

When someone asks, "Where are you from?", I always take a deep breath before I answer, I know they are expecting a simple answer.

I was born on a Navy Base in the middle of the Pacific Ocean, Guam. But, I only lived there a year and we relocated to Tennessee. I then go on to explain that I didn't grow up in Tennessee. We lived there about two years, then moved to another part of Tennessee before relocating again to Sunnyvale, California, then Alameda, California, then Keflavik, Iceland, then Port Orange, Florida, then Fleming Island, Florida. This is always met with a baffled look of confusion. I grew up in three states, six cities and three countries. I have experienced life on the Westcoast, the Midwest, the South and overseas. I have slept on planes, trains, cars and in the bed of pickup trucks on the move. We spent more time in temporary Navy Lodging eating sandwiches off the top of the ice chest than I care to count. There were times we transferred duty stations or another family did and we would pile two full families in to one household while in transition.

Sometimes people have even stated they felt sorry for me, always having to move, new schools, new friends. Personally, I am wildly thankful for the way that this lifestyle grew me. I am confident, independent and can adapt to any culture or situation and I handle change with grace. I know that life happens, and I don't stress it. I can assess a situation and make an immediate plan for the best course of action. I understand the value of time and cherish it. I know the importance of appreciating the people in my life and taking photos so those memories can be cherished. My life educational experiences reach far beyond the classroom. I see different cultures, religions, races as superficial, I love and connect with people based who they are. I am more accepting, open and compassionate. I don't really fit in to any one group and never have, I can find common ground with just about anybody and find it easy to build relationships and friendships.

I also know first hand how good we have it in the United States, my patriotic blood runs deep and I have an overt appreciation for our great country and the men and women who serve.

Military families don't have the luxury of living near their DNA families. Family for me means something different. I of course love all of my DNA family, but that's not where I "grew up". I grew up with my military family. We made our own "bonus family" that was brought together by the joys and trials of being part of the military lifestyle. If something was broke, I had more than one Dad to fix it. If I was being a bratty teenager and mad at one Mom, I had another Mom to go find solace. If I was going to do something stupid, I

had a bonus sister who would help me do it up, and we would share in the punishment. If I was broke down or needed gas money, I had four parents to choose from. If I needed a ride, I had options of family to call. If I needed some sense talked into me, I had a bonus brother who would always do just that. This is the family that we spent weekends, vacations, holiday's, birthday's, graduations, milestones, marriages, children and heartbreaks with. I realize as an adult how rare and special this is. We all take care of each other. We share in the accomplishments, the joys and the hardships over a bond that very few could understand. That my friends, is the life of joy of a being a Military "Brat", when change comes, as difficult and heartbreaking as it may be, we stick together, and we roll with it.



Involvement: BINDERIM, COREY LOUIS

SysId: 41090 Race: W Sex: M DOB: 01/18/1975

Status	Type	Relationship	Description	Date	Agency	Jv	Case Id/ Book Id
1	Activ	JM	JAIL BOOKING	Jail (MURDER)	03/03/2020	CCSO	BK: 156377 *JM156377*
2		AR	ARRESTEE	MURDER, F (3)	03/03/2020	CCSO	*AR227439*
			1) MURDER, F, Dkt: 2020-392CFA (2019027132, HERLONG, B. A.)				
			2) ASSAULT/BATTERY DURING BURGLARY, F, Dkt: 2020-392CF (2019027132, HERLONG, B. A.)				
			3) TAMPER WITH EVIDENCE, Dkt: 2020-392CFA (2019027132, HERLONG, B. A.)				
3		WA	SERVED, RETURNE	(F) MURDER	01/30/2020	CCSO	*WA132612*
4		LW	VICTIM	FORGERY - USING/UTTERING	09/15/2019	CCSO	2019-02469 *LW1518097*
5		LW	SUPP CONTACT	2009030663,	11/30/2009	CCSO	2009-03066 *LW1064877*
6		LW	INVOLVED, OTHER	2009030663, GRAND THEFT (FIREARM)	09/08/2009	CCSO	2009-03066 *LW1064877*
7		LW	INVOLVED, OTHER	2009013507, INFORMATION FOR	04/22/2009	CCSO	2009-01350 *LW1046687*
8		LW	DRIVER	WRITTEN REPORTS OF ACCIDENTS	03/04/2008	CCSO	2008-00735 *LW907142*
9		LW	INVOLVED, OTHER	LOITERING OR PROWLING	05/18/2004	CCSO	2004-01897 *LW686354*
10		LW	WITNESS	2002091963, BAKER ACT	09/22/2002	CCSO	2002-09196 *LW387964*
11		LW	REPORTING PARTY	2002020842, PETIT THEFT	06/22/2002	CCSO	2002-02084 *LW302381*
12		LW	DRIVER	2002018940, WRITTEN REPORTS OF	06/07/2002	CCSO	2002-01894 *LW389577*
13		LW	VICTIM	2001042057, CRIMINAL MISCHIEF	12/15/2001	CCSO	2001-04205 *LW262353*
14		LW	INVOLVED, OTHER	2001038590, BURGLARY	11/06/2001	CCSO	2001-03859 *LW255148*
15		TC	WARNING	VEHICLE RAN STOP SIGN	10/30/2019	CCSO	*TC623254*
16		TC	CITATION	UNKNOWNLY DRIVING WHILE LICENSE	10/30/2019	CCSO	*TC623225*
17		TC	CITATION	UNLAWFUL SPEED - COUNTY ROADS -	04/26/2019	CCSO	*TC605909*
18		TC	CITATION	UNLAWFUL SPEED	10/22/2018	CCSO	*TC593541*
19		TC	CITATION	UNLAWFUL SPEED	05/20/2018	CCSO	*TC582105*
20		TC	CITATION	CARELESS OPERATION	07/06/2013	CCSO	*TC447903*
21		TC	WARNING	EXPIRED TAG 6 MONTHS OR LESS	06/08/2011	ccso	*TC365443*

Status Type Relationship			Description	Date	Agency Jv	Case Id/ Book Id
22	TC	WARNING	EXPIRED TAG 6 MONTHS OR LESS	03/02/2011	ccso	*TC352963*
23	TC	WARNING	EXPIRED TAG	02/27/2010	CCSO	*TC303610*
24	TC	CITATION	UNKNOWINGLY DRIVING WHILE LICENSE	02/27/2010	CCSO	*TC297927*
25	TC	CITATION	UNLAWFUL SPEED IN A SCHOOL ZONE	10/19/2009	CCSO	*TC277014*
26	SC	RES. SECURITY	Residential Security Check	02/22/2005	CCSO	*SC5789*
27	VH	OWNER	1993 DODG TRUCK E27SAI FL	06/07/2002	CCSO	*VH67283*
28	VH	Owner	RKZ20R FL, 1995 ISU TROOPER MAR	06/15/1997		*VH540*
29	TW	TRAFFIC WARNING	Traffic Warning	03/16/2005	CCSO	*TW27400*
30	TW	TRAFFIC WARNING	Traffic Warning	06/06/2004	CCSO	*TW23886*
31	TA	DRIVER	Accident # 10215419	04/17/2009	CCSO	*TA14673*
32	PE	OWNER	CELL PHONE CASE	12/23/2020	CCSO	*PE275616*
33	PE	OWNER	WATCH	02/10/2020	CCSO	*PE261130*
34	JI	INMATE	JAIL INCIDENT - CELL SEARCH- -	12/27/2021	CCSO	*JI41516*
35	JI	INMATE	JAIL INCIDENT - CELL SEARCH- -	12/25/2021	CCSO	*JI41505*
36	JI	INMATE	JAIL INCIDENT - CELL SEARCH- -	12/24/2021	CCSO	*JI41494*
37	JI	INMATE	JAIL INCIDENT - INMATE ILL - CLAY	12/23/2021	CCSO	*JI41484*
38	JI	INMATE	JAIL INCIDENT - CONTRABAND - CLAY	06/22/2021	CCSO	*JI38906*
39	JI	JAIL - INVOLVED	JAIL INCIDENT - CONTRABAND - CLAY	05/17/2020	CCSO	*JI34450*
40	JI	JAIL - INVOLVED	JAIL INCIDENT - CELL SEARCH- -	03/10/2020	CCSO	*JI33602*
41	JI	JAIL - INVOLVED	JAIL INCIDENT - CELL SEARCH- -	03/06/2020	CCSO	*JI33551*
42	JI	JAIL - INVOLVED	JAIL INCIDENT - CELL SEARCH- -	03/04/2020	CCSO	*JI33518*
43	JI	JAIL - OWNER	JAIL INCIDENT - ADMINISTRATIVE -	03/03/2020	CCSO	*JI33509*
44	PH	PHONE	9042946647: HOME	03/03/2020		*PH170999*
45	PH	PHONE	904: HOME	10/31/2019		*PH37387*
46	PH	PHONE	9046124424: WORK	09/27/2019		*PH162543*
47	LO	LOCATION	1747 MARGARETS WALK RD, FLEMING	07/10/2013	CCSO	*LO289058*
48	PH	PHONE	9043712982 PHONE DESC	07/10/2013	CCSO	*PH45166*
49	PH	PHONE	9046086900 PHONE DESC	04/29/2009	CCSO	*PH4362*
50	PH	PHONE	9046880761 PHONE DESC	04/29/2009	CCSO	*PH4361*

BINDERIM, COREY LOUIS

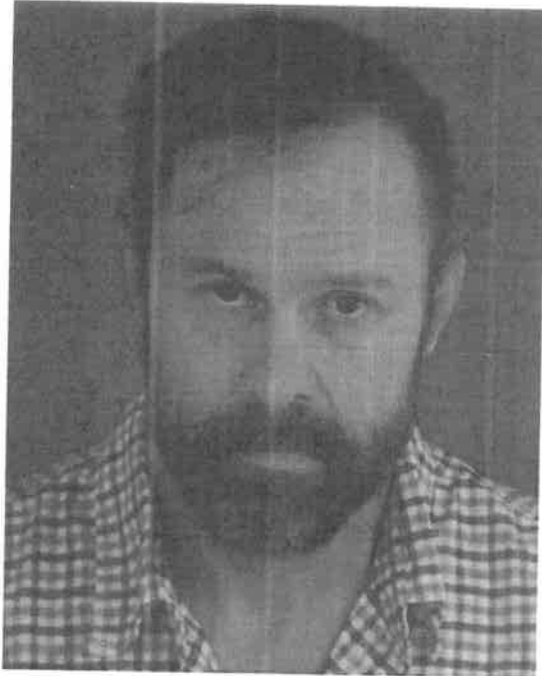


Photo Date: 03/03/20 04:22:16 PM



Photo Date: 03/03/20 04:22:16 PM

BINDERIM, COREY LOUIS (W M 01/18/1975)

Export

Correspondence Id	Date	Inmate Name	Custody Account	Housing Unit	Sender Name	Contraband	# Pages	Status	Last Seen By Inmate (CST)	Actions	Inmate Id	On Appro
6193de8d28fe5	2021-11-16	COREY BINDERIM		D2	SHERRI THOMPSON	N	8	Approved	2021-11-18 10:43:58			false
6182cdf6b9429	2021-11-03	COREY BINDERIM		D2	C B	N	6	Approved	2021-11-07 17:29:57			false
6140eeea4b90b	2021-09-14	COREY BINDERIM		D2	COREY BINDERIM	N	6	Approved	2021-09-20 15:35:43			false
6137bd5f42435	2021-09-07	COREY BINDERIM		D2	BAIEY BINDERIM	N	4	Approved	2021-10-12 19:55:27			false
611568da11c59	2021-08-12	COREY BINDERIM		D2	BAILEY BINDERIM	N	4	Approved	2021-08-30 12:35:37			false
60fb020e81326	2021-07-23	COREY BINDERIM		D2	C B	N	4	Approved	2021-08-11 16:26:21			false



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Last Name	
BINDERIM	COREY

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November 1, 2021

Hey Bub,

I have been thinking about you and wanted to say hi. I miss being able to call and talk to you. I struggle with so much and you have always been a solid sounding board with non sugar coated advice. I hope you are managing as best as possible.

I keep up with my parents and your Mom and all of their travels and old people stuff they do. I live vicariously through all of their adventures. They are all so lucky to have had each other to enjoy life with. I don't have that, it just wasn't in the cards for me. But, I am ok with that. I know you and your Dad didn't have the best relationship, but damn, that was a hard loss. I go by the house and it just feels so empty. My heart breaks for your Mom, so, so, so much.

has gotten into the tow truck business and seems to be doing ok. He and constantly argue though and then they both call me, I get so tired of trying to mediate, it's draining. started Pre-K this year, he is loving school. He is big, about to outgrow

is 17 and hates my guts right now, so there is that. is 15 and she is doing ok. Both of my girls have always been self motivated straight A's. But, in the last two years it's gone down hill a bit. I was going to the academy and working full time. I was going from 0500 to 0100 5 days a week, it was exhausting and it caused some issues for them. I feel very guilty for that, but I can't change it now.

is a wild man. Remember how wild was? is a lot like but much sweeter..lol. The boy eats non stop and he still only weighs 49 pounds, he is 8 now! He is tiny, but mighty, like his Mama, you know. 😊 I have been raising kids for 24 years and have 10 more years to go. It's 24/7 work, I never get a day off. My days off are simply trying to catch up some laundry and get the house cleaned again. No time for anything leisurely. But, as you know, I never sit still, so I am not sure I will even after the kids are gone.

I love my new career choice. Taking the experience of working with kids in the school system for ten years helps tremendously on the job. Not to mention my area of study for my degree was sociology. I studied mainly families and human diversity. It helps tremendously to be able to talk to people and have some life experience and some education to back it up. It's not always roses, some days are hard and I find myself praying asking God why I chose this career again. But, I am always reminded that it's where I am supposed to be.

The house is coming along, there are so many projects, but I can only do a little at a time. I could sure have used your expertise on some stuff. I bought this one needing a lot of work, but it's getting there. Not near as much work as the last one needed, it was a mess. But, I got through it and it was so nice when I sold it. I don't plan to sell this one ever, but who knows what tomorrow will bring.

I want you to know how much I appreciate your presence in my life. I have spent a lot of time looking back on our childhood and thinking about some of the fun we had. We grew up differently than my kids are able to grow up. Our parents always had us with them, always on an adventure, camping, boating and traveling. I think we were pretty fortunate to be able to grow up in stable homes. So many kids don't have that now, my own included. I don't have the financial support or time allotted to spend

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time with my kids the way our parents did with us. It makes me sad. Oatmeal pies aren't even what they used to be. I went camping with the parentals a few weekends ago, Mom popped out of the RV, "I brought you and Corey's favorite...oatmeal pies!" I had one, you weren't missing anything, they just don't taste like they used to. But, man those things created some big fights didn't they? I don't know why you always felt the need to consume the whole box before anyone else could get more than one. They WERE good..LOL

Is still drinking. I wish he would have listened to you when you tried to tell him that he needs AA, he is still in denial. He will not seek help. Every few days he goes on a drinking binge for a few days and blows up my phone and email with hundreds of nasty messages about what a POS I am and how I destroyed his life and our children's by leaving him. He takes zero responsibility for his drinking causing any issues at all in our marriage. It's sad. His Mom passed away a few months ago. I was working when the call popped up on the screen, it sank my heart. I went to her house and helped them get through the process, it was so hard. They were my family too at one point. After his Mom passed away, he said he was done drinking and that he was getting his life together, that lasted about 3 weeks. I worry about him, he is literally drinking himself to the grave. I see so many people everyday that have given their lives to alcohol, it's horribly sad.


Life is hard, you know. What I wouldn't do to trade today's stressors for a good old fashioned violent game of spoons. 😊 I ran across some pictures the other day of our trip to New Orleans and from the 80's party, Chad's wedding, etc. I just remember we all just had no real cares in the world. How does that change to what our new reality is now? Surely that can be the best times of our lives and it's all downhill from there. Don't get me wrong, I am happy and content for the most part, but dang, life has dealt us some doozies, hasn't it? I am still so incredibly crushed over losing Rosie. Like how did that even happen? I have a tattoo in her honor on my left arm, the rose is the center and it's surrounded by wildflowers. I get asked about it a lot and I always take that opportunity to share Rosie's story with them. I pray that it makes a difference for someone. I ran in to Tony Mack, her ex, recently, he looks like a crack head. Ugh.

I don't know how you are dealing. If they offer to allow you to talk to someone, a counselor, the pastor, anyone, take them up on it. We were taught to just man up and deal with whatever is thrown our way. I think that's the old salt navy way of doing things. But, that's just not reality. We can only take so much. I have learned that it helps me to talk through it. You and I both have had a lot of heartache in the last few years, none of which is easy to swallow. I want you to be ok so ask for help if you need it. I don't know the new chaplain there, but if he was chosen for the position, I am sure he is a good dude.

I have been attending Church on Thursday nights in Fleming at Eleven22, best decision ever. You know years ago, I attended on a regular basis, but wouldn't go with me and the kids and I got frustrated with him and ultimately quit attending. I am back at it and I feel SO much better. It's like a weekly dose of joy. I keep a Bible in my car at work too and if I need a moment, I flip to a random page and read a passage. It's a history book, but it's full of wisdom. I always land on a page that gives me the clarification and calm that I need.

No matter what happens in our lives, you will always have my prayers and love. You have been the closest person to me for my entire life. Even though we had periods of going our own ways. You have always been a constant for me. I think of all the times you and Chad Williams rescued me or pep



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BINDERIM	COREY		

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talked me and I am forever grateful for having you as the big brother. There isn't anything that I can do to change the current situation. We just have to live it through and know that it's all in God's hands.

I ran across one of your letter's the other day from when you were away at "college". Man how life works in strange ways. My heart was so broken when that happened. I won't lie and tell you that it's not broken again, in so many ways. You have to know it is hard. It's really hard for me too knowing I am literally near you so often and can't see you. I don't know if that can ever be arranged, but if given the opportunity I would not pass it up. I don't know what the rules are, but it would do my heart good to see your face. I am not sneaking you gum though, like I did at DDC 😊

Are you allowed to have books? Is there anything else that they will allow me to send or drop off? I was going to ask someone, but I haven't done it yet. I try to be careful about your roommates knowing our relation, on both sides, if you get me.

I have some raw edge wood slabs, I am working on some Christmas gifts. I have never done anything like that, but I have a lot of pieces from some Pecan trees I cut down. I had them cut at a wood mill, they have been drying for about 5 years and I just ran them through the wood planer so they are nice and smooth. I have lots of ideas, but haven't tried my hand at it yet. I always try to make something for the parentals. I just realized it's November already and I am running myself out of time. Christmas is always a stressor with the kids. You know I am like the old lady that lived in a shoe with so many children, she didn't know what to do..... It's always so expensive and I hate buying them crap they don't need, so they usually get clothes and such. I know...boring. I do ok and make ends meet, but the extra at Christmas time is always a stress on me. Then they go to their Dad's and it's like Santa drops in there, he always has plenty. But, that's the life we have.

I have to run start picking up kids. I am off today from work after a 43 hour weekend. I wanted to write and get some of my thoughts off my mind and let you know that I was thinking of you.

Love You Always,

Sherri Dawn



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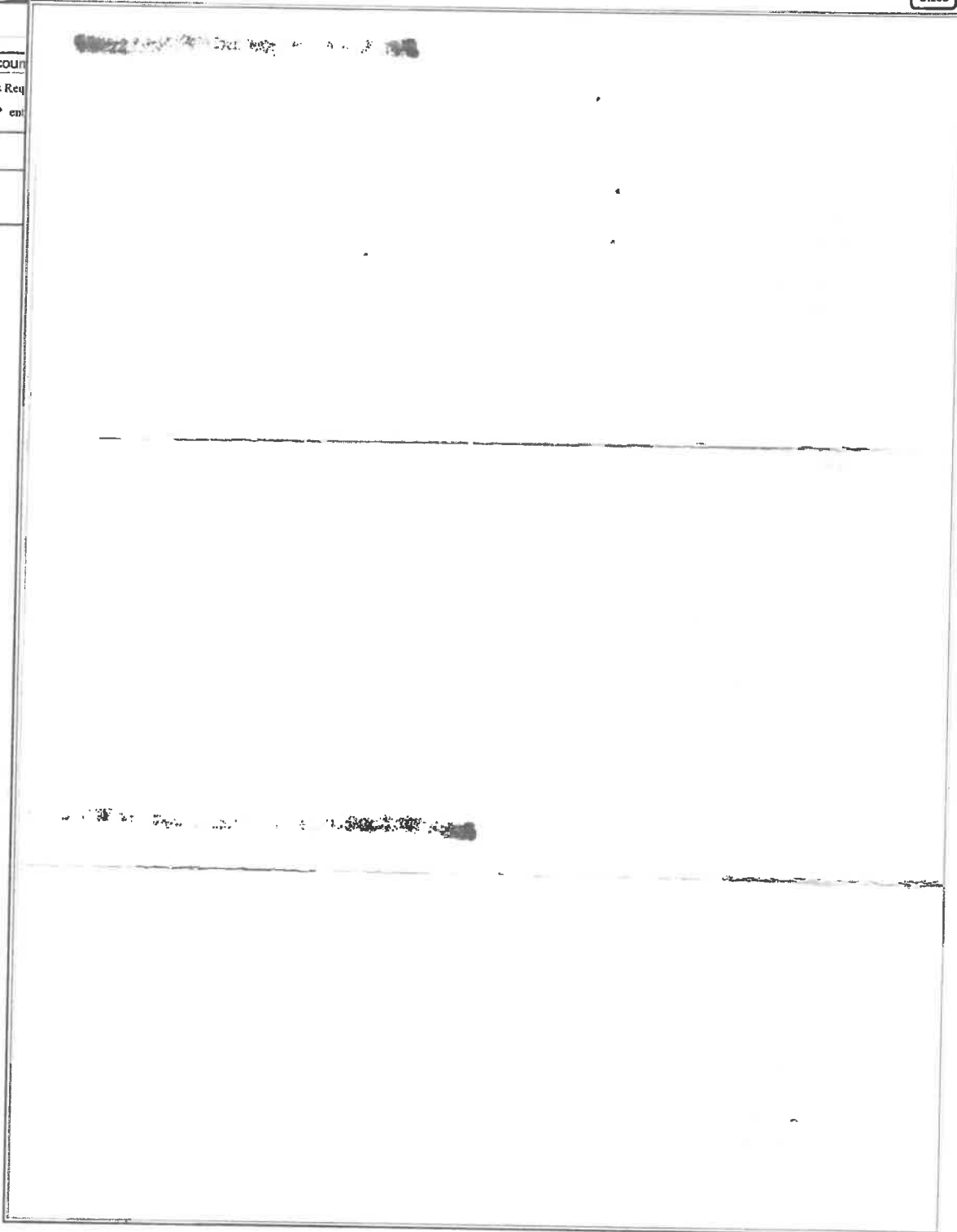
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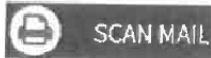
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BINDERIM	COREY

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View Correspondence

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Correspondence Id 6193de8d28fe5
 Sender First Name SHERRI
 Sender Last Name THOMPSON
 Received Date 2021-11-16
 Address
 Address 2
 City MIDDLEBURG
 State Florida
 Zip 32068
 Contraband N
 Notes
 Last Seen By Inmate (CST) 2021-11-18 10:43:58
 Output Type Scan
 Status Approved
 Save

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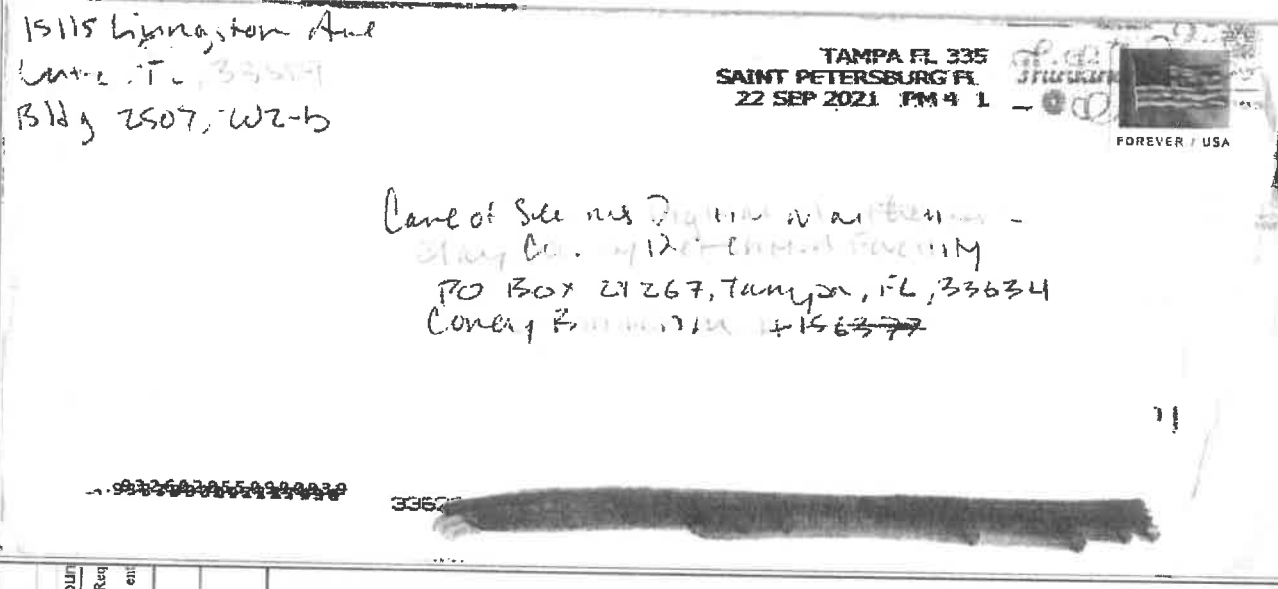
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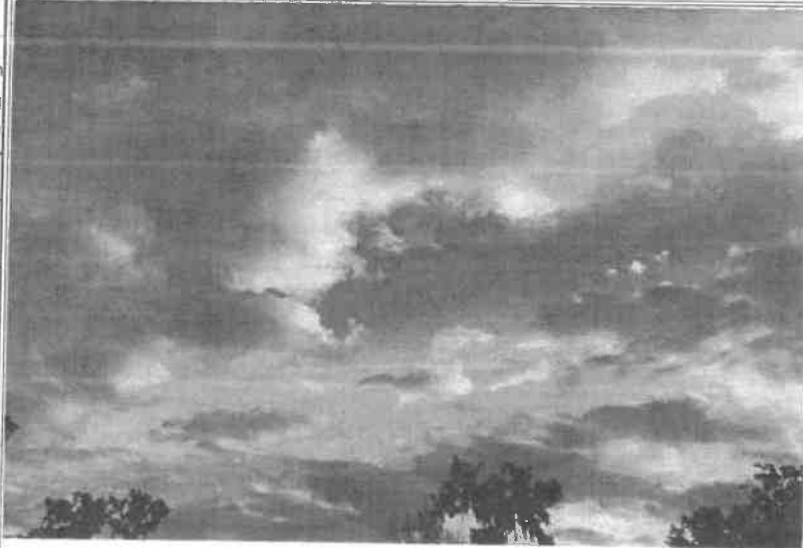
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Pad ☺

Hi I miss you! I hope you got my last letter, I haven't heard from you in a minute! I miss talking to you and love greeting your letters in the mail.

I hope you're been well! I think about you all the time ☺. I have been doing my best in school and as of recently doing some self work in my life. I want to feel like I'm growing and working on keeping myself healthy and centered in genuine happiness.

I remember every thing you've taught me. I loved every lecture.

I am missing you. I hope I hear from you soon, Mom is visiting me on Sunday I will ask her if she can make sure there's money on the phone so we can talk every now and then. ☺. ☺

I love you so much Pad, please take care of yourself for me.

Love always,



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P.S. I am forward thinking and have my feet on the ground. I feel ready to keep trying and in setting goals for myself, I want to feel proud of myself and I want to make you proud of course. I just wanted you to know I'm motivated and I will do the hard work.

I love you
xoxo

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Last Name	First Name
BINDERIM	COREY

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View Correspondence

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Correspondence Id: 6140eaa4b90b
 Sender First Name: COREY
 Sender Last Name: BINDERIM
 Received Date: 2021-09-14
 Address: 5137 DEVONSHIRE ROAD SUITE
 Address 2:
 City: HARRISBURG
 State: Pennsylvania
 Zip: 17112
 Contraband: N
 Notes:
 Last Seen By Inmate (CST): 2021-09-20 15:35:43
 Output Type: Scan
 Status: Approved
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Alternative Sentencing Consultants
5137 Devonshire Road, Suite G, Harrisburg, PA 17112
(866) 494-7988
sherlombardi@asc.expert
www.alternativesentencingconsultants.com

Facing the possibility of long-term incarceration can be scary. Alternative Sentencing Consultants is here to help. As our name suggests, alternative sentencing is our goal. Our main objective is to secure community-based sentences that avoid incarceration. Our dedicated professionals have over 25 years of experience with the criminal justice system at both the state and federal levels.

While no outcome is guaranteed, we do promise that we will help you to receive the best possible outcome available to you at sentencing. To appear in front of a judge for sentencing without a positive, comprehensive report giving him or her every reason to grant leniency, is foolish. Our favorable pre-sentencing report will position you for the greatest possible chance at the most lenient sentence.

Many incarcerated individuals, perhaps such as yourself, are incarcerated due to drug and alcohol use disorders and/or mental illness. These disorders are routinely overlooked by overburdened attorneys and a bloated criminal justice system. We work vigorously to find treatment programs, whether inpatient or outpatient, that will encourage your judge to impose a sentence that does not require confinement and will afford you the best opportunity for successful completion of any related probationary sentence. Our professional sentencing consultants will analyze your case to determine what will persuade your judge to call for your release and ensure that the criminal justice response to your offense is the least intrusive one available.

We contract with Karen Batzler M.S., LPC, a master clinician and family therapist with over 30 years of experience in the fields of mental health and addiction. She performs our Behavioral Health Assessments which are used to determine your "level of care" when finding an appropriate treatment program.

Once we find a program match for you, we work with your defense counsel to revisit your detention status and fight tirelessly to obtain your release, on your own recognizance, so that you can participate in the recommended treatment program. Depending on your background and the details of your current case, this may involve you releasing directly to a treatment program or to your stable residence with structured outpatient therapy. This often depends on the level of support you have.

We create a pre-sentence report highlighting all your positive life accomplishments (including employment history, education, military service, college, etc.). We obtain character and employment references and includes wholesome photographs of you and your family in order to humanize you in front of the judge. We provide this report to you, your defense counsel, the probation department, and your judge.

We will do the work your defense counsel does NOT have the time to do. We are persistent and diligent in working towards your release and keeping you on the street. We will keep you informed of the developments in your case every step of the way. We have an affordable flat fee and there are never any additional costs.

Have a family member or loved one contact us and let us begin fighting for you. If you don't have a need for our services, please pass our information on to someone who needs help.

Warm Regards,



Sher Lombardi
Sentencing Consultant
Program Placement Specialist
sherlombardi@asc.expert
Alternative Sentencing Consultants
5137 Devonshire Road, Suite G, Harrisburg, PA 17112
Toll Free: 1(866) 494-7988
Fax: 1(877) 765-7962
Visit us at: www.asc.expert

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We are at the forefront of ever-changing laws and are fully committed to exceeding our client expectations. There is a clear shift towards alternatives to incarceration and we are dedicated to obtaining this for our clients. We have over 25 years of experience both at the state and federal level and are well equipped to position our clients to receive a community based sentence and mitigating sentences in the most extreme circumstances.

Alternative sentencing and sentence mitigation involve proposals that focus on substance abuse and mental health treatment as well as community service, victim restitution and alternative means of supervision often including electronic monitoring. At ASC we are committed to persuading the court to approve a community based sentence or a sentencing reduction in the most severe cases.

Our report documenting the positives in your background such as life accomplishments, ties to the community, employment retention, military service, educational background, and family support will position you to have the best chance at an alternative sentence. We provide this report to you, your defense counsel, the probation department, and to your judge. Our "Positive pre-sentence report" often combined with finding the appropriate drug or alcohol program for our clients is the recipe for success and avoiding incarceration.

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Alternative Sentencing Consultants

We are dedicated to formulating a sentence proposal that results in a community based sentence and avoids incarceration.

Over 25 years of experience with the criminal justice system.

Program Placement

STEP I: One of our experienced clinicians will perform a Behavioral Health Assessment. This assessment is used to determine a preliminary "level of care."

STEP II: We pair you with a drug and alcohol or dual diagnosis facility that best suits your needs. This often involves a "triple assessment" interviewing you to assure you are an appropriate candidate to join their program.

STEP III: We petition the court, through defense counsel, for a court ordered release to the program pending disposition of charges.

STEP IV: We obtain progress reports and incorporate them into our extensive sentencing report.

If you have a more serious case possibly involving violence or sexual assault, our focus is on mitigation and providing your defense counsel with all the information possible to negotiate the best outcome. How can a favorable plea be negotiated if your defense counsel doesn't know everything there is to know about you and your background? You MUST give your judge a reason to take a chance on you!

Our sentencing report highlights life accomplishments, educational background, stable residence, attitude, acceptance of responsibility, employment history, social history, medical and mental health history, military service, traumatic life events, letters of support, "who's who" photographs to humanize you to the judge, our clinician's Behavioral Health Assessment, and our community based sentence recommendation (when appropriate).

Our people make the difference...

Alternative sentencing is our goal. We are dedicated to providing the highest level of service to our clients. We take the time to research your background completely and bring about the most effective opportunities ensuring you get the successful outcome you deserve. We are determined to obtain a community based sentence for our clients and will work tirelessly to assure that outcome. While no outcome is guaranteed, we do promise that we will position you to receive the best possible outcome at sentencing. We explore all alternative sentencing options. We're here to help you succeed.

Alternative Sentencing Consultants
5137 Devonshire Pl Suite G
Harrisburg, PA 17112

Visit us at: www.ASC-Harrisburg.com
Toll free
(800) 451-7899 9-00 10-00 10-51
(717) 667-1021



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Correspondence Id 6137bd5f42435

Sender First Name BAIEY

Sender Last Name **BINDERIM**

Received Date 2021-09-07

Address **15115 LIVINGSTON AVENUE CA**

Address 2:

City **ST PETERSBURG**State **Florida** ✓

Zip 33622

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Last Seen By Inmate (CST) 2021-10-12 19:55:27

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♡ Dad, ♡

♡ Hi! I've missed writing you so much! I apologize for the delay in writing, I have been so busy with my classes and training at work I've practically been running around like a chicken w/ my head cut off, lol. I miss you and I think about you everyday. I feel like I'm at a good place with everything in my life right now and so far I've enjoyed being busy! I have two in person classes and two online!

To answer your question, I thought I would be so much more "rusty" in my studio drawing class, but I impressed myself so much! My proportions in my art have gotten so much more balanced and even, and my work on line work and ^{space} ~~space~~ seems to be paying off! I feel talented and I'm really excited to expand my talents. My teacher said my first day drawing exercise was beautiful! Made my day lol.

I am missing your voice as well, I have been trying to figure out at what pace my dynamic will be this year.



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but once things even out a
 little more I will ask mom to put
 money back on my phone! Phone
 calls w/ you make me so happy
 and beyond excited, I just don't
 want to miss you if I can't answer.
 However, I'd like ~~to write to you~~
 as well, I keep all our letters in
 a box w/ pictures and stuff we did together!
 Like my first Rockville bracelet!
 I think about that day w/ you and
 me alot, I had so much fun and
 it's one of my favorite memories!
 I so hope yaine been OK.
 Dad, wish I could give you a hug
 more than anything but I
 hope you always know how
 much I love you. *Bessie's lol
 Take care of yourself, and
 thank you for the book recommendations
 I'll definitely checkout "Red Rising"!

I love you with my whole heart
 sending endless love + strength.

MDS ♥



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BINDERIM	COREY

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View Correspondence

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Correspondence Id: 611568da11c59
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 Sender Last Name: BINDERIM
 Received Date: 2021-08-12
 Address:
 Address 2:
 City:
 State: ▼
 Zip:
 Contraband: N
 Notes:
 Last Seen By Inmate (CST): 2021-08-30 12:35:37
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Dad,

Hi dad, I miss you bunches too! I am making the trip back to Tampa today as I start working again on the 16th and my classes start on the 23rd. I am really excited for this year, I feel so much better about being back on campus and getting to take lecture classes again or work in the studios! I wish I could send you my work, but I'll take pictures to send to you so you can see how I have been progressing artistically! It's truly one of the loves of my life to create and I want to find that spark again that brought so much life to my art no matter what I was doing.

I have been much better, I don't want you to have to worry about me either. Recently I got pretty sick so I had been using the last few days at home to rest and get my body back to health, whatever it was, it was rough even though we're all vaccinated. Will they allow you guys or is there an option to get the vaccine where you are? I hope it could help a lot of people!

Thank you for sending me a second letter once you got mine, I'm sorry to have worried you and I'm sure you know mom doesn't always deliver messages the best way, so I apologize if I worried you or if you thought I was having a hard time. At the beginning of my visit home, I found that Megan and mom are comfortable with their home dynamic and adding myself to the mix didn't really mix well at first, but we only had one fight/argument the entirety of my stay! Megan and I have been doing so much better too, it seems like she comes to me more often than me having to seek out anything. Mom and I have been great too, she's been doing



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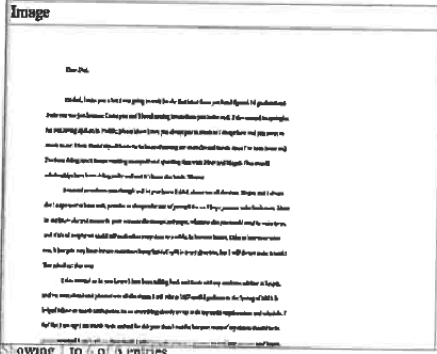
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Dear Dad,

Hi dad, I miss you a lot! I was going to wait for the first letter from you but I figured I'd go ahead and write you one just because I miss you and I loved getting letters from you in the mail. I also wanted to apologize for not having spoken in a while, please know I love you always just as much as I always have and you mean so much to me. I have found myself however to be confronting my obstacles and blocks since I've been home and I've been doing much better working on myself and spending time with Mom and Megan. Our overall relationships have been doing really well and it's been nice lately. Warmer.

I wanted to write to you though and let you know I think about you all the time, Megan and I always do! I hope you've been well, promise to always take care of yourself for us. I hope you can write back soon. Mom let me know she put money in your account for stamps and paper, whatever else you would need to write to us, and if it's ok maybe we could call each other every once in a while, in between letters, I like to hear your voice too, it just gets very busy for me sometimes being kind of split in every direction, but I will always make it work! You raised me that way.

I also wanted to let you know I have been talking back and forth with my academic advisor at length, and we went ahead and planned out all the classes I will take at USF until I graduate in the Spring of 2023. It helped relieve so much anticipation to see everything already set up to fit my credit requirements and schedule. I feel like I can say I am much more excited for this year than I was for last year, most of my classes should be in person now and I can't tell you how much I miss being on campus! I promise to send you pictures and letters.

Jon and I are fantastic as well, he really is one of a kind and I trust him so much which ultimately means more to me than most things. He is really so sweet to me and he and his family have just been the kindest and I couldn't admire him more for it! He says hello as always!

I send aaaaaa my love dad in every letter, I can't wait to read yours!



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I love you,

Bailey Binderim