

ETHICS COMPLAINT FORM

City of Reidsville  
Reidsville, Georgia 30453

Date: 8/20/25

Filed on 20 day of 20 25

Petitioner (only one per form) Vickie Nail

Against

Respondent (only one per form) Verdie Williams

An alleged violation of City of Reidsville Charter, Codes or Ordinances as related to a Code of Ethics is being set forth and alleged by the listed Petitioner against the listed Respondent.

**PETITIONER**

Name of Petitioner: (person making the complaint): Vickie Nail  
Must be their full legal name

Any nicknames used by the petitioner: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Street Address for the Petitioner: \_\_\_\_\_

Mailing Address for the Petitioner: P.O. Box 1391 Reidsville GA

Petitioner's Telephone Number: 912-557-4784

Petitioner's Email Address: Mayor@cityofreidsvillega.com

Petitioner's Title with the City of Reidsville: Mayor

**RESPONDENT**

Name of Respondent: (person to whom the Complaint is against): Verdie Williams  
Must be their full legal name

Any nickname used by the Respondent (if known to the Petitioner): \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Street Address for the Respondent: \_\_\_\_\_

Mailing Address for the Respondent: \_\_\_\_\_

Respondent's Telephone Number: \_\_\_\_\_

Respondent's Email Address: \_\_\_\_\_

Respondent's Title with the City of Reidsville: \_\_\_\_\_

Please state, with specificity (location, date, persons present...) the alleged violation including the portion of the City Charter, Code and/or Ordinance the Petitioner alleges to have been violated by the listed Respondent above: Please write clearly:

See Attached

Please feel free to attach additional papers to support your allegations but limited to no more than five (5) pages in addition to the complaint form.

Portion of the City of Reidsville Charter, Codes or Ordinances relating to these alleged violations: \_\_\_\_\_

Are the circumstances alleged in this Complaint giving rise to any matter in a civil or criminal litigation/matter before any licensing body or any other state regulatory body, state court, federal regulatory body or federal court, or administrative body. Any pending or resolved (civil or criminal) legal matters directly involving these persons to this Complaint in any Court within the State of Georgia, Federal District or Agency or otherwise. If so, please state the Court and Docket Number: \_\_\_\_\_

I understand that the Respondent will be shown this Complaint form as well as any attached documents and shall have the opportunity to respond in writing to said Complaint.

All information concerning this Complaint shall be keep confidential and not released to the general public in any fashion including but, not limited to posting on any social medial outlet.

I, Vicki Nail (name of Petitioner) hereby attests that the above statements/information and any attached information is true and accurate and that I am not filing this Complaint as a personal attack on or to embarrass or to tarnish the reputation of the Respondent or in retaliation as a personal grievance against the Respondent outside his/her ethical obligations relating to his/her appointed or elected position within the City of Reidsville.

So, signed this 20 day of August month of the year 20 25.

Vicki Nail  
Print Name of Petitioner

Vicki Nail  
Signed Name of Petitioner

8/20/25  
Dated filled out

July 17<sup>th</sup> - Present  
Date of Alleged Allegation(s)

Date Sealed in Envelop and filed with City Clerk

Form Promulgated April 2023

## Ethics Complaint

In reference to Article VI – Ethics, Section 2-173

Letter Dated July 24, 2025 to the City Council from Jermaine Snell

Section 2-13 - Regular and Special Meetings

Section 3.10 Personnel Policies

Section 2-170, Section 2-171 Deliberation and Vote Prohibited & Duty to Leave Meeting

“Minutes” from Meeting held on August 4, 2025 Failure to Follow the Rules for Regular and Special Meetings

TO: Nivea Jackson  
City Clerk

FROM: Vickie Nail  
Mayor

RE: Ethics Complaint

Date: August 19, 2025

Subject: Ethics Complaint - Council Verdie Williams

This is a formal ethics complaint pursuant to the Charter and Policies referenced above for the City of Reidsville.

This complaint concerns Council Verdie Williams. I am requesting that she recuse herself from matters involving Jermaine Snell and myself, Mayor Vickie Nail, due to a pattern which shows a conflict of interest and appearance of impropriety.

Please accept this filing and forward this to the Ethics Committee for review in accordance with Sec 2-173.

Sincerely,

  
Vickie Nail, Mayor



ETHICS COMPLAINT FORM  
City of Reidsville  
Reidsville, Georgia 30453

Date: 8/20/25

Filed on 20 day of 20 25

Petitioner (only one per form) Vickie Nail

Against

Respondent (only one per form) Theron Harris

An alleged violation of City of Reidsville Charter, Codes or Ordinances as related to a Code of Ethics is being set forth and alleged by the listed Petitioner against the listed Respondent.

**PETITIONER**

Name of Petitioner: (person making the complaint): Vickie Nail  
Must be their full legal name

Any nicknames used by the petitioner: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Street Address for the Petitioner: \_\_\_\_\_

Mailing Address for the Petitioner: P.O. Box 1391 Reidsville GA

Petitioner's Telephone Number: 912-557-4784

Petitioner's Email Address: mayor@cityofreidsvillega.com

Petitioner's Title with the City of Reidsville: Mayor

**RESPONDENT**

Name of Respondent: (person to whom the Complaint is against): Theron Harris  
Must be their full legal name

Any nickname used by the Respondent (if known to the Petitioner): \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Street Address for the Respondent: \_\_\_\_\_

Mailing Address for the Respondent: \_\_\_\_\_

Respondent's Telephone Number: \_\_\_\_\_

Respondent's Email Address: \_\_\_\_\_

Respondent's Title with the City of Reidsville: \_\_\_\_\_

Please state, with specificity (location, date, persons present...) the alleged violation including the portion of the City Charter, Code and/or Ordinance the Petitioner alleges to have been violated by the listed Respondent above: Please write clearly:

See attached

Please feel free to attach additional papers to support your allegations but limited to no more than five (5) pages in addition to the complaint form.

Portion of the City of Reidsville Charter, Codes or Ordinances relating to these alleged violations: \_\_\_\_\_

Are the circumstances alleged in this Complaint giving rise to any matter in a civil or criminal litigation/matter before any licensing body or any other state regulatory body, state court, federal regulatory body or federal court, or administrative body. Any pending or resolved (civil or criminal) legal matters directly involving these persons to this Complaint in any Court within the State of Georgia, Federal District or Agency or otherwise. If so, please state the Court and Docket Number: \_\_\_\_\_

I understand that the Respondent will be shown this Complaint form as well as any attached documents and shall have the opportunity to respond in writing to said Complaint.

All information concerning this Complaint shall be kept confidential and not released to the general public in any fashion including but, not limited to posting on any social media outlet.

I, \_\_\_\_\_ (name of Petitioner) hereby attests that the above statements/information and any attached information is true and accurate and that I am not filing this Complaint as a personal attack on or to embarrass or to tarnish the reputation of the Respondent or in retaliation as a personal grievance against the Respondent outside his/her ethical obligations relating to his/her appointed or elected position within the City of Reidsville.

So, signed this 20 day of August month of the year 2025

Vickie Nail  
Print Name of Petitioner

Vickie Nail  
Signed Name of Petitioner

8/20/25  
Dated filled out

7/17-2025-Present  
Date of Alleged Allegation(s)

Date Sealed in Envelop and filed with City Clerk

Form Promulgated April 2023

Ethics Complaint

In reference to Article VI – Ethics, Section 2-173

Letter Dated July 24, 2025 to the City Council from Jermaine Snell

Section 2-13 - Regular and Special Meetings

Section 3.10 Personnel Policies

Section 2-170, Section 2-171 Deliberation and Vote Prohibited & Duty to Leave Meeting

“Minutes” from Meeting held on August 4, 2025 Failure to Follow the Rules for Regular and Special Meetings

TO: Nivea Jackson  
City Clerk

FROM: Vickie Nail  
Mayor

RE: Ethics Complaint

Date: August 19, 2025

Subject: Ethics Complaint - Council Theron Harris

This is a formal ethics complaint pursuant to the Charter and Policies referenced above for the City of Reidsville.

This complaint concerns Council Theron Harris. I am requesting that he recuse herself from matters involving Jermaine Snell and myself, Mayor Vickie Nail, due to a pattern which shows a conflict of interest and appearance of impropriety.

Please accept this filing and forward this to the Ethics Committee for review in accordance with Sec 2-173.

Sincerely,

Vickie Nail, Mayor



ETHICS COMPLAINT FORM  
City of Reidsville  
Reidsville, Georgia 30453

Date: 8/20/25

Filed on 20<sup>th</sup> day of 20 25

Petitioner (only one per form) Vickie Nail

Against

Respondent (only one per form) Carolyn Blackshear

An alleged violation of City of Reidsville Charter, Codes or Ordinances as related to a Code of Ethics is being set forth and alleged by the listed Petitioner against the listed Respondent.

**PETITIONER**

Name of Petitioner: (person making the complaint): Vickie Nail  
Must be their full legal name

Any nicknames used by the petitioner: \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Street Address for the Petitioner: \_\_\_\_\_

Mailing Address for the Petitioner: P.O. Box 1391 Reidsville Ga

Petitioner's Telephone Number: 912-557-4786

Petitioner's Email Address: mayor@cityofreidsvillega.com

Petitioner's Title with the City of Reidsville: Mayor

**RESPONDENT**

Name of Respondent: (person to whom the Complaint is against): Carolyn Blackshear  
Must be their full legal name

Any nickname used by the Respondent (if known to the Petitioner): \_\_\_\_\_

Date of Birth: \_\_\_\_\_

Street Address for the Respondent: \_\_\_\_\_

Mailing Address for the Respondent: \_\_\_\_\_

Respondent's Telephone Number: \_\_\_\_\_

Respondent's Email Address: \_\_\_\_\_

Respondent's Title with the City of Reidsville: \_\_\_\_\_

Please state, with specificity (location, date, persons present...) the alleged violation including the portion of the City Charter, Code and/or Ordinance the Petitioner alleges to have been violated by the listed Respondent above: Please write clearly: \_\_\_\_\_

See attached

Please feel free to attach additional papers to support your allegations but limited to no more than five (5) pages in addition to the complaint form.

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Are the circumstances alleged in this Complaint giving rise to any matter in a civil or criminal litigation/matter before any licensing body or any other state regulatory body, state court, federal regulatory body or federal court, or administrative body. Any pending or resolved (civil or criminal) legal matters directly involving these persons to this Complaint in any Court within the State of Georgia, Federal District or Agency or otherwise. If so, please state the Court and Docket Number: \_\_\_\_\_

I understand that the Respondent will be shown this Complaint form as well as any attached documents and shall have the opportunity to respond in writing to said Complaint.

All information concerning this Complaint shall be kept confidential and not released to the general public in any fashion including but, not limited to posting on any social media outlet.

I, Vickie Nail (name of Petitioner) hereby attests that the above statements/information and any attached information is true and accurate and that I am not filing this Complaint as a personal attack on or to embarrass or to tarnish the reputation of the Respondent or in retaliation as a personal grievance against the Respondent outside his/her ethical obligations relating to his/her appointed or elected position within the City of Reidsville.

So, signed this 20<sup>th</sup> day of August month of the year 2025.

Vickie Nail  
Print Name of Petitioner

Vickie Nail  
Signed Name of Petitioner

8/20/25  
Dated filled out

July 17- Present  
Date of Alleged Allegation(s)

Date Sealed in Envelop and filed with City Clerk

Form Promulgated April 2023

## Ethics Complaint

In reference to Article VI – Ethics, Section 2-173

Letter Dated July 24, 2025 to the City Council from Jermaine Snell

Section 2-13 - Regular and Special Meetings

Section 3.10 Personnel Policies

Section 2-170, Section 2-171 Deliberation and Vote Prohibited & Duty to Leave Meeting

“Minutes” from Meeting held on August 4, 2025 Failure to Follow the Rules for Regular and Special Meetings

TO: Nivea Jackson  
City Clerk

FROM: Vickie Nail  
Mayor

RE: Ethics Complaint

Date: August 20, 2025

Subject: Ethics Complaint - Council Carolyn Blackshear

This is a formal ethics complaint pursuant to the Charter and Policies referenced above for the City of Reidsville.

This complaint concerns Council Carolyn Blacksher. I am requesting that she recuse herself from matters involving Jermaine Snell and myself, Mayor Vickie Nail, due to a pattern which shows a conflict of interest and appearance of impropriety.

There is a memorandum attached explaining a “meeting” where Council Williams and Council Harris were present, and Council Blackshear was on the phone, as stated by Council Williams. I have no proof that Council Blacksher voted via phone, other than Council Williams stated that she did. They all “voted” for me to place AC Snell back on leave with pay, after I had just served him a letter placing him on leave without pay in accordance with our personnel policy. An “executive session” meeting was called for on the evening of August 4<sup>th</sup> at our monthly planning



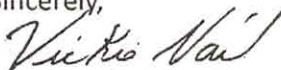
meeting. This was also done in violation of our Open Meetings Act. No prior notification was given to the public, myself, our attorney, nor two of the council members, Donald Prestage and Dan Bennett. Both Council Prestage and Bennett stated that this could not be done. However, Council Carolyn Blacksher made a motion for executive session, Verdie Williams seconded the motion and Council Theron Harris was in agreement. Although this was all done without following the Open Meetings Act, nor the requirements to go into executive session, the meeting did happen.

I will add that once inside executive session, the three mentioned above that called this "meeting" began questioning me about AC Snell. At this time, they had all received the findings from the investigation, but to the best of my memory they stated in the meeting that they had not read it.

I would also like to bring your attention to a letter from AC Snell dated July 24<sup>th</sup> to the Reidsville City Council. The investigation was ongoing into the alleged misconduct of AC Snell at this time. He attempted to influence council against me by sending this letter. I also want it to be known that not all five council members received this letter. Four of the five received it and only one of the four came forth and turned the letter into my office. To this date I have not heard, nor been advised by other council that they received this letter. AC Snell left Council Dan Bennett out of the circulation of this letter. This is yet another reason why I am requesting the recusal of this council member for the reasons stated at the beginning of this complaint.

Please accept this filing and forward this to the Ethics Committee for review in accordance with Sec 2-173.

Sincerely,

  
Vickie Nail, Mayor

NEWS

Vickie Nail <mayor@cityofreidsvillega.com>

7/28/2025 11:45 AM

## Fwd: Scan from City of Reidsville Clerk's Office

To parker@parkerpci.com

Investigator Parker,

The attached letter was brought to me by City Council member Donald Prestage. Apparently Assistant Chief Snell gave this letter to 4 of the 5 council members. As you can see he is trying to say that I knew you and therefore this investigation is biased. Councilman Prestage wants no part of this and came to me with this letter. The other council has not come forward. They have already held a meeting trying to get another investigator assigned. They have been interfering with this investigation from the start.

The ethics complaint he filed against myself and Chief Lynn was received on Friday, July 25, 2025. He dated the form as being picked up on the 16th of July, when in fact he picked up the form on the 17th of July after receiving his letter being placed on administrative leave with pay. He picked the form up from city hall at approximately 2:35 p.m. on the 17th. He received the letter placing him on leave at 2:30 on the 17th from Chief Lynn. He is basing this whole thing on the fact that he filed an ethics complaint on me on the 16th and I retaliated against him with the letter dated the 17th. Totally false! The city clerk told Gina Sheridan and others that Snell had picked up an ethics complaint on the 17th, plus we all witnessed this fact.

Also, we haven't heard from him as of this time about the 11:00 a.m. meeting on the 30th. I honestly don't expect to, but figure he will just show up.

----- Original Message -----

From: scan@calldoe.com

To: mayor@cityofreidsvillega.com

Date: 07/28/2025 11:30 AM EDT

Subject: Scan from City of Reidsville Clerk's Office

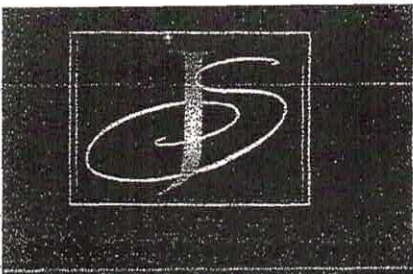
Please open the attached file.

City of Reidsville

Please do not reply to this email as it is an unmonitored account that auto deletes messages.

This email was sent utilizing a free service provided by Digital Office Equipment for our Clients. If you would like more information about Digital Office Equipment and the services we offer please contact us at 888-920-8448.

- City of Reidsville20250728113010.pdf (182 KB)



**Name:** Jermaine Snell  
**Rank:** Assistant Chief of Police -  
Léo Risk Specialist (RPD LGRMS Certified),  
**Address:** \_\_\_\_\_

**Contact** \_\_\_\_\_

**Email** \_\_\_\_\_

**Date:** July, 24<sup>h</sup>, 2025

**TO:**

Reidsville City Hall – Council  
130 South Main Street,  
Reidsville, GA, 30453  
912-557-4786

**Subject: Request for Appointment of New Investigator in Police Department – Case Involving Assistant Chief of Police – Jermaine Snell –**

Dear members of the council,

I am writing to formally request the appointment of a new, impartial investigator to oversee the ongoing Police Department investigation involving Mayor Vickie Nail which was requested by the Mayor. As you are aware, the ethics complaint and investigation currently under review have raised serious concerns about potential conflicts of interest due to the appointment of Private Investigator J. Douglas Parker, who was personally selected by Mayor Vickie Nail, the respondent in the ethics case.

Background:

Mayor Vickie Nail, who is under investigation for allegations of ethical violations, appointed Private Investigator J. Douglas Parker to investigate issues related to Assistant Chief Snell's conduct, specifically concerning PD policies. However, it is my firm belief that the selection of Investigator Parker—by Mayor Nail, the individual under investigation—poses a direct conflict of interest. Mayor Vickie Nail, who is under investigation for potential ethical violations, initially requested Private Investigator J. Douglas Parker to conduct an investigation into the allegations against Assistant Chief Snell. However, Assistant Chief Jermaine Snell has raised serious concerns about the integrity of this investigation, as Mayor Vickie Nail personally chose Investigator Parker, which has led to accusations of a conflict of interest.

Key issues outlined in the request for a new investigator.

Reasons for Request



### 1. Conflict of Interest:

- The investigation conducted by Investigator Parker involves allegations against Assistant Chief Snell, a key figure in this case. However, the same investigation is directly connected to the ethics complaint filed against Mayor Nail. Given that Mayor Nail personally chose Investigator Parker, it is impossible to ignore the potential for bias, or the appearance of bias, which undermines the fairness of both investigations. It has been discovered that Investigator Parker knows employee's of this city from working an investigation with the Tattnall County Sheriff's Office. Assistant Chief Snell contacted Investigator J. Douglas Parker and scheduled a meeting. Investigator Parker has knowledge of the ethics complaint filed against the Mayor but still contacted her and advised her that there was a meeting scheduled for us On Monday, 28<sup>th</sup> 2025. I have since then postponed the meeting and now am requesting that this be handled differently. I have signed Garrity of Statement of rights. I have requested that I have someone of my choosing to be a witness to the interview. I no longer trust this current process and hope that this could be resolved fairly and impartially.

### 2. Connection Between the Investigations:

- The ongoing Police-Department investigation, which Investigator Parker is handling, is intrinsically linked to the ethics complaint filed against Mayor Nail. The findings in this case may directly correlate with the allegations made against the Mayor. Given that the same individual, Investigator Parker, is appointed to oversee the case, it creates an undeniable conflict of interest that could impact the investigation's objectivity.

### Bias and Integrity:

- Assistant Chief Jermaine Snell contends that the presence of Investigator Parker, who was personally selected by Mayor Nail, introduces an inherent bias into the investigation. This could influence the objectivity of the case and negatively impact the fairness of the overall process.

### 3. Impartiality and Fairness:

- As the petitioner in the ethics complaint, I request that the council step in to appoint a new investigator who can proceed with the investigation in a manner that is not only impartial and neutral but is also free from any perceived influence or bias. This would ensure that the integrity of the ethics complaint process is preserved, and that



the public and the involved parties can trust the outcome.

**Request for Action:**

In light of these concerns, I respectfully request that the council take immediate action to appoint a new, independent investigator to ensure that the Police Department's investigation is conducted fairly and impartially. It is of the utmost importance that these investigations proceed without any undue influence and in full accordance with the ethical standards governing public officials.

Thank you for your attention to this matter. I trust that the council will consider the potential for bias and conflict of interest that has been raised in this case and take the necessary steps to maintain the fairness and integrity of the investigation.

Sincerely,

Jermaine Snell

Assistant Chief of Police

7/24/2025

*Jermaine Snell*

**TGV**  
NEWS

ETHICS COMPLAINT FORM  
City of Reidsville  
Reidsville, Georgia 30453

Date: July 16<sup>th</sup> 2025

Filed on \_\_\_\_\_ day of 20\_\_\_\_

Petitioner (only one per form)

Asst. Jermaine Snell

Against

Respondent (only one per form)

Mayor Vicki Nail

An alleged violation of City of Reidsville Charter, Codes or Ordinances as related to a Code of Ethics is being set forth and alleged by the listed Petitioner against the listed Respondent.

**PETITIONER**

Name of Petitioner: (person making the complaint):  
Must be their full legal name

Jermaine Snell

Any nicknames used by the petitioner:

Date of Birth:

Street Address for the Petitioner:

Mailing Address for the Petitioner:

Petitioner's Telephone Number:

Petitioner's Email Address:

Petitioner's Title with the City of Reidsville:

Asst. Chief of Police

Name of Respondent: (person to whom the Complaint is against): \_\_\_\_\_  
Must be their full legal name

Date of Birth: \_\_\_\_\_

Mailing Address for the Respondent: \_\_\_\_\_

Respondent's Email Address: \_\_\_\_\_

Please state, with specificity (location, date, persons present...) the alleged violation including the portion of the City Charter, Code and/or Ordinance the Petitioner alleges to have been violated by the listed Respondent above: Please write clearly: See attached documents

Please feel free to attach additional papers to support your allegations but limited to no more than five (5) pages in addition to the complaint form.

Portion of the City of Reidsville Charter, Codes or Ordinances relating to these alleged violations: \_\_\_\_\_

Are the circumstances alleged in this Complaint giving rise to any matter in a civil or criminal litigation/matter before any licensing body or any other state regulatory body, state court, federal regulatory body or federal court, or administrative body. Any pending or resolved (civil or criminal) legal matters directly involving these persons to this Complaint in any Court within the State of Georgia, Federal District or Agency or otherwise. If so, please state the Court and Docket Number: \_\_\_\_\_

I understand that the Respondent will be shown this Complaint form as well as any attached documents and shall have the opportunity to respond in writing to said Complaint.

All information concerning this Complaint shall be keep confidential and not released to the general public in any fashion including but, not limited to posting on any social medial outlet.

I, Termaine Snell (name of Petitioner) hereby attests that the above statements/information and any attached information is true and accurate and that I am not filing this Complaint as a personal attack on or to embarrass or to tarnish the reputation of the Respondent or in retaliation as a personal grievance against the Respondent outside his/her ethical obligations relating to his/her appointed or elected position within the City of Reidsville.

So, signed this 16 day of July month of the year 2025.

Termaine Snell  
Print Name of Petitioner

Termaine Snell  
Signed Name of Petitioner

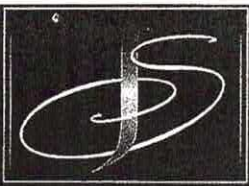
July 16 2025  
Dated filed out

Oct - July 2021  
Date of Alleged Allegation(s)

Livia Jackson 7/22/2025 @ 12:13p  
Date Sealed in Envelop and filed with City Clerk

Form Promulgated April 2023





9

Rank: Assistant Chief of Police -  
Leo Risk Specialist (RPD LGRMS Certified)  
Address: 345 Main Street, Reidsville, GA 30453  
Contact: 919-241-1111  
Email: [redacted]

Date: July, 16<sup>th</sup>, 2025

**TO:**

Reidsville City Hall - Ethics Committee  
130 South Main Street, Reidsville, GA, 30453

Reference: Formal Notice of Ethics Complaint – Submission & Details of Events

Respondent  
Mayor Vicki Nail

Reidsville, Georgia, 30453

Official Ethics Complaint Subject: Ethics Violation Complaint Against Mayor Vicki Nail.

To whom this may concern;

I am writing to formally report ethics violations involving Mayor Vicki Nail, who currently holds the position of Mayor. As the Assistant Chief of Police (Law Enforcement Risk Specialist) for the City of Reidsville, I believe the actions observed throughout the period from October 2024 to July 16, 2025, constitute a breach of personnel and the Reidsville City Charter's ethical guidelines, policies, or code of conduct. This letter outlines the details of the incidents and the basis for this complaint. The events may not be in chronological order, but to the best of my knowledge, each event and instance occurred within the scope of the time period expressed above.

On December 9th 2024, Mayor Nail advised me before Chief Lynn's appointment that night, in a meeting she told me that she didn't want to have to fire me. She advised me that she knew that she was going to choose Chief Matthew Lynn. I wondered why she would say that. I know for a fact that I do my job.

-Officer Brandon Altman wrote a citation for Kathryn O'Neal of Glennville for Failure to stop at a stop sign. Mayor Nail advised me to ask Officer Altman if he would reduce the citation. Assistant Chief Snell asked Officer Brandon Altman if he would help, and that the Mayor had asked if he would. Officer Brandon Altman

stated No! I reported back to the Mayor's office the next business day, and advised her that Officer Brandon Altman advised no. Mayor Vicki Nail looked at me and said, "Snell, when I ask you for help on a citation, I'm not really asking". This statement was interpreted as if the Mayor was advising me to drop the citation. I looked at Mayor Nail and advised her that it was my job as the Acting Chief of police at the time to keep us from any form of liability. I advised Mayor Nail that I could not just reduce an officer's citation and that it required the officer's signature or a judge's. Assistant Chief Snell advised Mayor Nail that the only way I could reduce an officer's citation is if it were written negligently.

-With a frustrated mannerism, Mayor Nail then asked who the judge was, and I advised her that it was Judge Nix at that time. Since the Chief's appointment, I've been in fear of losing my job because I did not reduce the citation.

On April 22<sup>nd</sup>, 2024, I spoke with Lieutenant Cory McCoy about his wearing his Body Armor and driving his personal vehicle to assist in traffic stops. I expressed concern, and Lieutenant McCoy advised that he understood. This meeting was held between Lt. McCoy and me.

Captain McCoy was observed on July 12th, 2025, at approximately 12:08 p.m. without his vest on. Assistant Chief Snell advised him that he had the scene with Sergeant Kirk Williams, who requested assistance. I asked Captain McCoy to leave because I saw that he did not have his vest on. He still stayed on scene for a while after I advised him he could leave.

On Wednesday, July 15th, I spoke with Captain Corey McCoy once again about the same issues of responding to calls for assistance without his body vest and camera. I asked if he recalled that we spoke on April 22, 2024, and he advised yes. I advised him that I had written this on a disciplinary form as his second warning. Captain McCoy advised that he understood, but appeared to be very upset. Captain McCoy then stated that he was unsure if I had my vest and body camera on, and I advised him that I was 100% sure I did. Captain Cory McCoy signed the forms and then walked out.

I left to meet with the Mayor and Chief. Captain Cory McCoy had called the Chief as I was speaking with the Mayor. I advised the Mayor and the Chief of what had occurred and the actions I had taken. Both began to say that I shouldn't have put it on paper. The Chief, Matthew Lynn, appeared agitated in his mannerism. He appeared very upset. I brought his actions to his attention. These actions continued in front of the mayor. The mayor then began to tell me that I should have just spoken with the Captain about it. I advised Mayor Nail that I had spoken with Captain McCoy already, and this was the second warning. I advised her that I wanted to meet with her



and the chief, just so that they knew that if it happened again, he would be receiving a written reprimand. I felt that I didn't have any support to do my job. I expressed to the Mayor and the Chief that I was simply trying to do my job as the City Law Enforcement Risk Specialist. The mayor advised that if anything happened, she and the Chief would take the consequences for any risks taken. The mayor advised me to let it be, and then the meeting ended. I left the meeting with the impression that they did not want me to do my job.

\*I advised Mayor Nail multiple times that I did not feel comfortable speaking with Chief Lynn one-on-one due to his hostile nature when speaking with him. She ensured that we could get along. I asked her in these meetings to serve as a mediator/neutral party, but each time I left her office, I felt that she was on his side, chiming in, stating that Chief Lynn is the Chief and that I should do as he says, no matter the risk. She advised me that it was her and the Chiefs' responsibility to take the risk. The Mayor advised me that this was a time that she and the Chief had to show unity and stand together. The Mayor advised me that she was watching me very closely and that I needed to grow thicker skin. The Mayor's statement to me was demoralizing. Chief Lynn, who, in the presence of the Mayor, displayed his anger and frustrations. I was told to just let it go. I feel that everything that is occurring because of me trying to do my job.

Our evidence custodian, Susan Oglesby, called Assistant Chief Snell on July 7th, 2025, and advised that Investigator Fisher was at the PD to pick up some evidence. We then scheduled for him to come back after lunch at approximately 1 pm. As I was pulling in the parking lot, the Chief told Lieutenant Cory McCoy to call me. Lieutenant Cory asked where I was, and I advised him I had pulled into the parking lot and was about to walk in. Investigator Fisher was given the evidence. Evidence custodian Susan Oglesby advised me that the Chief advised her that I was going to have to give her a copy of the Master Key to the evidence room. I asked the Chief about what Evidence Custodian Susan Oglesby said for clarification. The Chief said Yeah, give her a key. I then advised Chief Lynn that the Master Key that I had in my possession was the only key and that she was supposed to advise me before she entered, because the process had to be witnessed by both of us. Asst. Chief Snell manages the evidence room, and Custodian Susan Oglesby documents and places the evidence in the evidence room with me observing. The Chief then replied, "Why does she have to report to you?" and I advised him that it is the process for the evidence. He then said Make her a key, tucking his shirt in the back in an irritated manner. While in our meeting, the Chief stated that I threw the evidence keys on the table, when in fact I handed them to the evidence custodian, Susan Oglesby. I find this to be untrue and can be verified by Ms. Susan.

-I find it untruthful that the allegations of attempting to host a termination hearing without the Chief's permission, when the Chief is the one who contacted Officer Swanson. Officer Swanson was allowed to disrespect me in the termination meeting that the Chief held in the conference room at City Hall. The Mayor was also present. Officer Swanson asked the Mayor and Chief if he could speak freely, and they granted it. Officer Swanson stated to me, " You must think that I'm one of those guys that you can just run over, I don't know who the Fuck you think you are. I don't know what the Fuck you are talking about. I don't know what the Fuck your problem is, but you need to go talk to someone or something. Shortly after Officer Swanson said that, the Chief jumped up and asked if I had video, and I said I'll have to review the cameras. The Chief then said This is over! The Mayor told me to let it be, then stayed behind to speak with him, consoling him.

The Mayor placed me on administrative leave for the allegations attached to this Ethics Complaint. None of these allegations were brought to my attention, and therefore, I do not see how I can be held liable for something that I know nothing about. I don't understand why Officer Swanson is still working a shift when he's a party to the investigation at hand. I firmly believe that the Mayor should not be involved with this investigation because she is a part of it.

Any action the Mayor Vicki Nail takes after this submission will be interpreted as retaliation for writing this ethic's complaint.

Thank you for your diligent response to this matter.

7/16/2025

*Jermaine Snell*

NEWS



**Response to Ethics Complaint Dated July 16<sup>th</sup>, 2025**

**Vickie Nail**

**130 South Main Street**

**Reidsville, GA 30453**

Ethics Complaint from Assistant Chief Jermaine Snell dated July 16<sup>th</sup>. This ethics complaint form was actually picked up on July 17<sup>th</sup> at approximately 2:45 p.m. AC Snell dated his complaint July 16<sup>th</sup>. He was not served with the administrative leave letter until approximately 2:30 p.m. on July 17<sup>th</sup> by Chief Lynn. He hadn't even received the administrative leave letter on the 16<sup>th</sup>. It should also be noted that AC Snell has never expressed any displeasure with me, nor alleged any ethical violations until after he received the letter placing him on administrative leave on the 17<sup>th</sup> of July. I thought we had a good working relationship. I had no indication that AC Snell had ever had any issues with me.

My response to the ethics complaint filed against me by Assistant Chief Jermaine Snell, whom I placed on Suspension with Pay July 17<sup>th</sup> 2025 pending the outcome of an internal affairs investigation.

AC Snell: He states this started in October of 2024. There is nothing in his complaint referencing October of 2024.

Response Mayor: There is no complaint to address from October 2024, although he states this is when everything started. I can't address October, as there is nothing for this month in his complaint.

AC Snell: December 9, 2024 alleges that I advised him before Chief Lynn's appointment that night, in a meeting that I told him that I didn't want to have to fire him. He alleges I advised him that I knew I was going to choose Chief Lynn.

Response Mayor: December 9<sup>th</sup>, 2024 was the night of the regular council meeting. That is the night Chief Lynn was sworn in in front of council, his family and citizens attending the meeting. I had no conversation with Assistant Chief Snell on the night of this council meeting, nor on any other occasion regarding 'I knew I was going to choose Chief Lynn!'

A panel of five individuals interviewed and recommended the candidates for chief of police.

Two other council members sat on this panel along with myself and Chief Wesley Walker from the Lyons Police Department. I didn't choose Matthew Lynn. The board voted that he was the best man for the job. Two council members were on this board and they agreed with the appointment of Chief Matt Lynn. These council members were Carolyn Blackshear and Donald Prestage. Again, I never spoke with Assistant Chief Snell on December 9<sup>th</sup>, 2024.

I did have a conversations with Assistant Chief Snell well before the choosing of any chief, letting him know that I didn't feel he was ready for Chief, as he was very young and had come up very fast in his career. This was mostly due to no one else being in the department with more years than he had, which was only 5 years at the time, to the best of my memory. I told him I felt he would make a good chief at some point in the future and to use this time to learn from those with more experience. He asked me would I still send him to Chief school. I told him that I would, and I kept that promise.

AC Snell: Allegation concerning a citation on Kathryn O'Neal, no date provided, where he stated that I asked him to ask Officer Altman if he would reduce the citation.

Response Mayor: First of all I do not know a Kathryn O'Neal and I never asked Assistant Chief Snell to ask Officer Altman to reduce any citation. I do know that at some point during this year I was getting several complaints about Officer Altman. I believe I was told one day that he had written like 20 citations. The Chief did speak with Officer Altman, as I had had complaints from citizens about his rudeness to the citizens. One citizen came to my office and stated that he didn't mind the ticket, but the way Officer Altman spoke to him was demeaning and embarrassed him in front of his children and his wife. Officer Altman had numerous warnings about the manner in which he addressed citizens. He was even made to ride with more experienced officers to provide assistance in how to be courteous, yet do your job. Officer Altman was later allowed to resign due to an incident with the sheriff, and other unbecoming behavior of an officer



**AC Snell: The April 22, 2024 incident with Lieutenant McCoy.**

**Response Mayor: Lieutenant McCoy was not employed with the City of Reidsville in April 2024.**

**Response Mayor: I will assume he meant April 22, 2025 regarding the incident with Lieutenant McCoy, where Lieutenant McCoy was wearing his body armor and driving his personal vehicle. Yes, there was a period where we had no PD vehicles in service for Officer McCoy to drive. This was due to a couple of vehicles having maintenance issues. Lieutenant McCoy drove his vehicle to work and it was parked at the police department and was not used for patrol duties. There were a couple of occasions where Lieutenant McCoy assisted in calls, but he only acted as an assisting officer. One of these were to assist AC Snell. Lieutenant McCoy acted only as an assisting officer. No activities such as initiating traffic stops, making arrests, or transporting detainees were done using his personal vehicle. I and Chief Lynn, as well as Assistant Chief Snell were aware that Lieutenant McCoy had to use his own vehicle for a short period of time. I would also like to add that the period Lieutenant McCoy used his personal vehicle was back in March and April of 2025. I find it odd that this wasn't a problem with AC Snell until after he was placed on administrative leave.**

**AC Snell: The incident of July 15, 2025 with Lieutenant McCoy reporting to a wellness check call with no body armor.**

**Response Mayor: I was aware of this incident. It was a Saturday and I am well aware of what occurred on this date. I have the roster of who is working and I knew Sergeant Kirk Williams was working and a call was received for a wellness check. Chief Lynn and Lieutenant McCoy both were in contact with me about this incident. Lieutenant McCoy called and asked if I wanted him to go to the scene? I had no idea Assistant Chief Snell was working. I knew Sergeant Williams had only been with us a short time and I asked him to go and see if he needed any assistance. I might add that Lieutenant McCoy was off this date and he was**

having a birthday party for his daughter. I hated to pull him away, but he said just let him get dressed in his uniform and he would be there in a few minutes.

About 15 minutes later he told me that he was at the scene and it appeared that the person had been deceased for a few days, but no foul play was suspected. This was turned over to the sheriff's department investigator and all other steps needed were done. I thanked him and he returned home.

AC Snell: Allegation that he came to meet with me and the chief about a write-up he had given Lieutenant McCoy regarding this July 15<sup>th</sup> matter.

Response Mayor: The chief was not in my office when Assistant Chief Snell entered. He had stepped out to take a call. Assistant Chief Snell started talking about a write up he had given Captain McCoy. Lieutenant McCoy had been promoted to Captain a week prior to this date. I asked what write up. About that time the chief entered my office. He told us that Captain McCoy did not have his body armor nor body camera on at the scene. The chief was visibly upset as he knew nothing about the write up from Assistant Chief Snell and had just been told when he took a call from Captain McCoy minutes before AC Snell entered my office. Chief Lynn told Assistant Chief Snell that this did not warrant any type of write up. Body armor and camera are required only when on duty/on patrol. Captain McCoy was responding to a scene where a man was deceased, and was responding at my request. I agreed that this did not warrant a write up.

AC Snell wanted myself and the Chief to sign a disciplinary form where he had written Captain McCoy up for this matter. The chief stated he would not sign it and that it was not warranted. I was in total agreement. I told Assistant Chief Snell that sometime talking to someone goes a long way. You don't have to jump to immediate adverse action. This is something that the chief has spoken with Assistant Chief Snell about on previous occasions. I have also spoken with him about talking with officers, especially the younger ones, teach them, show them, and don't alienate them by intimidation.

I find this ironic that Assistant Chief Snell has been spoken to on numerous occasions by myself and Chief Lynn. We did this to try and point out mistakes and not do any written report, just talk with him, Assistant Chief Snell. Assistant Chief Snell wants to go to immediate action and place matters in writing instead of just sitting the officer down and talking with him and giving them good advice,



which is what myself and Chief Lynn has done with Assistant Chief Snell on several occasions. Each of the reasons AC Snell was placed on administrative leave occurred within a month. Each issue on the letter placing him on administrative leave had been discussed with him either by the chief, by myself, or by both at the same time. He was fully aware of each incident. We did not place a letter or any type of reprimand in his file, as we felt each situation could be handled with a conversation. In actuality, each could have resulted in adverse action, but we chose to speak directly and hope that AC Snell would learn from these conversations. Looking back, I feel I should have acted differently, only because AC Snell continued the same type of micro-management supervision.

AC Snell: Allegation that he has spoken with the chief and myself on numerous occasions and felt I always sided with the Chief. He also stated that this was a time when the chief and I had to show unity. He further stated that I said "I was watching him very closely and that he needed to grow thicker skin"

Response Mayor: Chief Snell has spoken to me privately on several occasions about his not feeling the Chief liked him. We also had these same conversations with Chief Trey Nesmith was Chief. I told AC Snell that I had never seen any indication of this, but he has to follow the chain of command. The chief is his boss and he runs the police department. The chief has put him over certain areas and has tried very hard to let him know he was important in his role. I never made the statement "this is a time for me and the chief to show unity!"

As for his statement that I was watching him very closely and that he needed to grow thicker skin is not what I said.

What I said was that police officers are held to a very high standard, just as I am. We can't take everything personally. I told him if I did I would have been out of my office a long time ago. I told him that I had learned that I had to toughen up, grown thicker skin so as not to be hurt easily and that this job required it. I did say that maybe he needed to do what I did and grow thicker skin.

**AC Snell:** As to the allegation regarding July 7<sup>th</sup> regarding the keys to the evidence room.

**Response Mayor:** I became aware of this after the fact. I agreed that more than one person needed a key to the evidence room. However, myself and Chief Lynn listened to Assistant Chief Snell and agreed to wait until Ms. Oglesby finished training to make another key. I want to add that this came about due to the investigator from the sheriff's department coming to get some evidence from the evidence room and no one could get in, and Assistant Chief Snell could not be located at the time. Chief Lynn did not like the fact that this investigator had to come back at a time the Assistant Chief could be there, and to me that is totally understandable. It should be noted that during this meeting Assistant Chief Snell told Chief Lynn that if he made another key he would no longer be responsible for the evidence room. The chief stated "so you are refusing to do your job." Assistant Chief said "no, but I can't be held responsible if anyone has a key but me (Snell)." Chief Snell was loud and appeared very defensive during this meeting.

**AC Snell:** Allegation regarding Officer Swanson and his attempted termination, which includes Officer Swanson disrespecting him. Also allegation that I stayed behind to console Officer Swanson.

**Response Mayor:** Assistant Chief Snell's statement of these events is totally false and misleading. The Chief had already spoken to Officer Swanson about the incident that occurred during the early morning hours of the 16<sup>th</sup>, which is the day this meeting occurred, which Assistant Chief Snell leaves out.

AC Snell had Officer Swanson report to City Hall to see me, without the chief's knowledge and without mine. I knew the chief had set a meeting with him for later on the morning of the 16<sup>th</sup>, but I had none of the details and didn't need them until he, the chief, met with Officer Swanson. When AC Snell arrived at City Hall I was in my office with my door closed and I heard a loud knock. I got up to see who was there and I didn't see anyone. So I closed my door and went back to work. I think this was around 8:30 to 9:00. A few minutes later Gina Sheridan came into my office and told me AC Snell was walking around the corridor very upset and an officer was in the conference room. I told her to call Chief Lynn. I



came out of my office and Chief Snell came into the conference room where Officer Swanson was sitting in a chair and appeared very tired.

AC Snell started talking about some timesheets. About this time, Chief Lynn and Captain McCoy entered the room. AC Snell was very upset and attempting to conduct an interrogation with Officer Swanson about some timesheets. I stopped him, and asked what is going on. Lt McCoy got up and went and got the timesheets he was talking about, which were turned in last week to my office. The timesheet issue was settled fairly quickly, although I still wasn't sure what point AC Snell was attempting to make. AC Snell began speaking about Officer Swanson breaking into his office, manipulating paperwork, etc. I asked him what proof he had of these allegations. Assistant Chief Snell held up a camera and states "it's all on here" and I stated that this is over until I see the footage on that camera. AC Snell stated he would have it very shortly, but this is not what he stated in his statement.

When he stated that Officer Swanson asked myself and the Chief if he could speak freely, this is not at all the case! I was at one end of the table, with AC Snell to my left and Officer Swanson to my right. Chief Lynn was at the other end of the table with Captain McCoy. Officer Swanson was sitting directly across from AC Snell. What Officer Swanson did was look directly at AC Snell and ask "may I speak freely" and those of you with any background in law enforcement or the military knows exactly what this means. I can tell you that AC Snell looked directly at Officer Swanson and nodded his head in the affirmative and stuck out his arm indicating to go ahead. At this time Officer Swanson did speak freely, as he was granted permission by AC Snell, not myself nor Chief Lynn. At the end of the meeting AC Snell stated he had to review the camera to see if he had video. Earlier he came into the meeting to attempt to fire Officer Swanson over video he stated he had. At the end he stated he would have to see if he had the video.

I would also like to add that AC Snell held up a round camera, indicating that the footage he spoke of was on this camera. I knew the camera he held up was not the ones we had at city hall nor at the police department. This later proved to be a camera AC Snell had placed in his office, without approval or knowledge of the Chief, nor anyone else, to the best of my knowledge, at the police department.

I would like to add that I gave AC Snell the rest of the 16<sup>th</sup> and up until 2:30 on the 17<sup>th</sup> to produce his evidence. After several requests for the video, he never produced it.

As for the allegation of me staying behind to console Officer Swanson, AC Snell had no idea what transpired behind closed doors with myself and Swanson. He had left the room and the door was closed. I told Officer Swanson that he was to remain on the roster if or until evidence showed that he had done anything wrong. He was very upset and tired, and of course anxious about his job being threatened. He assured me that he had not done any of what AC Snell alleged.

AC Snell: Placement on administrative leave, why was Officer Swanson not placed on administrative leave, and why is the mayor investigating this matter.

Response Mayor: AC Snell was placed on administrative leave for unprofessional conduct, overstepping his authority, and failure to produce evidence he stated he had when he was attempting to fire Officer Swanson, which is not within his authority. He was also placed on administrative leave for the actions mentioned above, which all lead up to his being placed on administrative leave with pay.

Officer Swanson was not placed on leave because he came clean about what he did immediately to his supervisor. He stated that he never touched anything in AC Snell's office, and he waited all day at the police department for the evidence that AC Snell never could produce. There was no proof that Officer Swanson had done anything other than lock his keys and phone inside the office and used an unsecured window in AC Snell's office to gain entry to the building to retrieve his keys and cellphone.

As for me investigating this matter, I am in no way investigating this matter. Chief Lynn spoke with Sheriff Sapp in regards to who they use to investigate such matters. After we obtained the name I made contact with this investigator to make sure he didn't know any of the parties involved and if he would be willing to investigate this matter. I did try to find someone around our area to investigate, but I couldn't find anyone that didn't know at least one or more of the parties involved, including myself. This investigator had 30 years with the GBI and was retired and running his own investigation firm. His record is impeccable. Investigator Parker also agreed to sign an affidavit stating that he knew none of the parties involved. This affidavit is on file, which was provided to the council.



**AC Snell:** Any action of the Mayor taken after submission of this complaint will be interpreted as retaliation for this complaint.

**Response Mayor:** This entire complaint by AC Snell was done in retaliation of my placing him on Administrative Leave with Pay pending investigation. He did not pick up the ethics complaint form until July 17<sup>th</sup>, though he dated it July the 16<sup>th</sup>. He remained at City Hall on the 16th and had lunch with two of the ladies and stayed for approximately four hours, unbeknownst to me until I came out of my office and saw him laughing and cutting up at Lori Thompson's desk. This is the time he was supposed to be retrieving the alleged evidence he stated he had against Officer Swanson. AC Snell left a little before 4:00 p.m., which is about the same time I later found out that Officer Swanson, after sitting at the PD all day, finally left to go home after AC Snell failed to produce the video. At that time AC Snell had an alert on his phone to let him know and view when and who came and went from the PD.

He would not have stayed and cut up and hung around city hall on the 16th had he already picked up an ethics complaint.

We also had a meeting on upcoming storms in the council room following the meeting with Officer Swanson on the 16<sup>th</sup>. AC Snell appeared very in control and participated actively in the meeting. I had no problem with AC Snell. I was simply waiting on him to produce the evidence he stated he had in his possession.

**AC Snell:** States I placed him on administrative leave for the allegations attached to this form. The date on the ethics form was the day before I gave him the letter placing him on administrative leave. So this is not me retaliating against him, as he had not received my notice of administrative leave on the 16<sup>th</sup>. This is in fact retaliation by AC Snell against myself and Chief Lynn after he was given the letter by Chief Lynn on July 17<sup>th</sup>, 2025.

It is my belief, and has since been proven, that AC Snell backdated this form to the 16<sup>th</sup>, when he actually picked it up on the 17<sup>th</sup> right after being given the letter placing him on administrative leave with pay. He came to city hall at approximately 2:40 p.m. on the 17<sup>th</sup> and went to the city clerk's office and left with papers in his hand. This was witnessed by all in city hall. He appeared

agitated and slammed the door as he entered city hall. He didn't speak to anyone, except the city clerk. He was at city hall approximately three minutes. He left in his PD Charger.

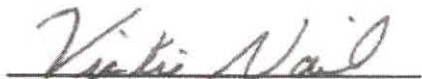
Let it be further noted that AC Snell involved the council in this investigation by addressing a letter to them requesting the appointment of a new, impartial investigator. Let it also be known that he only provided the letter to 4 of the 5 council. He went on in this correspondence to make similar allegations about me. This was while this matter was still under investigation by Investigator Parker. AC Snell failed to cooperate in the investigation by Investigator Parker. All other officers cooperated, as did I and Chief Lynn. AC Snell gave many excuses putting off his interview, and in the end he stopped responding to direct orders to report at a certain time, and date, and never was able to be interviewed.

It is my belief that AC Snell has been speaking with members of the council during the time of this investigation. There is proof that this occurred. There is further proof in the second ethics complaint he filed against me dated August 4<sup>th</sup>, when two council members were present in person, and one on the phone, involving themselves personally, to the point of holding an illegal meeting. This is addressed in the complaint dated August 4<sup>th</sup>, which you will have when you receive this response.

This complaint stems from a letter dated July 17<sup>th</sup>, 2025. AC Snell falsified this complaint by predating it, thereby rendering the complaint invalid due to the intentional alteration of a document.

I would like to add that due to the involvement of several council members, that I do not feel they can be impartial in this matter.

Respectfully submitted,

A handwritten signature in cursive script, reading "Vickie Nail", written in dark ink on a white background.

Vickie Nail

Mayor

**Attachments:**

**Letter Dated July 17<sup>th</sup>**

**Personnel Policy**

**Statement from Patrick Swanson**







## City of Reidsville

Telephone: (912) 557-4786

*"Friendship City USA"*

Fax: (912) 557-3827

**130 SOUTH MAIN STREET\*P.O. BOX 730\* REIDSVILLE, GEORGIA 30453**  
***The City of Reidsville is an Equal Opportunity Provider and Employer***

VICKIE NAIL, Mayor  
DONALD PRESTAGE, Mayor pro Tem  
DAN BENNETT, Council  
CAROLYN BLACKSHEAR, Council  
VERDIE WILLIAMS, Counselor  
NIVEA JACKSON, City Clerk

DUANN COWART DAVIS, Attorney  
JIMMY BROWN, Fire Chief  
RODNEY DELOACH, Public Works  
MATT LYNN, Police Chief  
DARIEN RENFROE, Recreation  
DON POWELL, Code Officer

July 17, 2025

Assistant Chief Jermaine Snell

Re: Notice of Administrative Leave With Pay

Dear Assistant Chief Snell,

You are hereby advised that you are placed on administrative leave with pay for a period of two weeks pending an investigation into your actions, effective immediately. As you well know from multiple conversations with Chief of Police Matthew Lynn, there have been concerns about your job performance for some time. Recently, however, issues have arisen that cannot be ignored.


The following are just examples of your behavior that have caused me to take this action:

- (a) Attempting to conduct a termination hearing of Officer Patrick Swanson without authority or notice and without following the procedures set forth in personnel policies;
- (b) Attempting to administer other disciplinary action without Chief of Police Matthew Lynn's permission;
- (c) Undermining the leadership of the Chief by planting false information to test an officer's loyalty;
- (d) Gross mismanagement of budget operations, for example, expending almost the entire uniform budget for the entire year in less than one month;

- (e) Insubordination and misuse of management in refusing to work shifts when instructed to do so and so causing additional expense to the City by requiring the use of overtime by other officers;
- (f) Failure to appear on time for shifts;
- (g) Failure to complete duties as assigned, including but not limited to failure to manage the evidence room;
- (h) Insubordination and unprofessional behavior towards the Chief and disregarding his directives and policies, and
- (i) Unprofessional behavior toward other employees.

As a result of your actions, you are immediately placed on administrative leave with pay. You are directed to immediately turn in your keys, your official identification, your firearms, and your vehicle to Chief Lynn while the matter is being investigated.

Thank you for your prompt consideration.

  
Vickie Nail  
Mayor, City of Reidsville

**TGV**  
NEWS