

ETHICS COMPLAINT FORM
City of Reidsville
Reidsville, Georgia 30453

Date: August 4th, 2015
Filed on _____ day of 2015

Petitioner (only one per form) Jermaine Snell

Against

Respondent (only one per form) 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): Jermaine Snell
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: _____

Petitioner's Telephone Number: _____

Petitioner's Email Address: _____

Petitioner's Title with the City of Reidsville: Asst. Chief of Police

RESPONDENT

Name of Respondent: (person to whom the Complaint is against): _____
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 attach 6

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, Jermaine 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 4th day of 4th August month of the year 2025.

Jermaine Snell
Print Name of Petitioner

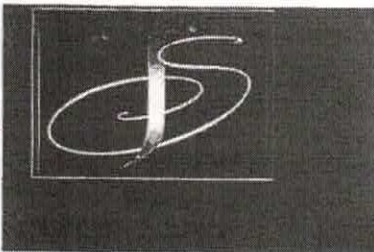
Jermaine Snell
Signed Name of Petitioner

8/4/25
Dated filled out

8/4/25
Date of Alleged Allegation(s)

8/4/25
Date Sealed in Envelop and filed with City Clerk

Form Promulgated April 2023



Rank: Assistant Chief of Police -
Leo Risk Specialist (RPD LGRMS Certified)
Address: _____
Contact: _____
Email: _____@_____com

Date: 8/4/2025

TO:

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

Reference: Formal Notice of Ethics Complaint – Submission & Details of Events
- Subject: Summary of Ethics Complaint Concerning Mayor Vickie Nail

Respondent
Mayor Vicki Nail

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 on Monday August 4th 2025, constitute a breach of personnel and 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.

To Whom It May Concern:

This letter serves as a summary of an ethics complaint concerning actions and decisions made by Mayor Vickie Nail and Chief of Police Matthew Lynn in relation to the administrative handling of Assistant Chief Snell.

On August 4th, 2025, Assistant Chief Snell received formal notification referencing a previous actions dated July 17, 2025, through August 3rd in which he was placed on administrative leave with pay pending the outcome of an investigation. On August 4th, 2025, Assistant Chief Snell was notified that, as a result of the investigation, he was being placed on administrative leave without pay effective immediately and until further notice. Assistant Chief Snell was not able to meet with the investigator due family emergencies and due to not be able to make the meeting was provided with a letter that indicated he would remain on leave without pay.

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It is important to note that on July 30, 2025, Assistant Chief Snell experienced a family emergency involving his mother, Angela Diane Blackshear, and later that week, was informed of the passing of his grandmother. Documentation was provided through the Tattnall County Probate Court, and city officials, including Chief Lynn, were notified via group chat.

Assistant Chief Snell was further informed that he would not be granted access to any information or evidence related to the allegations against him until he was formally terminated. This directive was communicated by Mayor Vickie Nail, who authored the administrative leave letter. A subsequent revision of the letter stated that the investigation, initiated on July 17, had been concluded by retired Private Investigator Doug Parker on July 31, 2025. Assistant Chief Snell did not meet with Investigator Parker during the investigation period.

In a later correspondence, Mayor Nail, referencing a joint request from Councilwoman Verdie Williams-Harris and Carolyn Blackshear, stated that Assistant Chief Snell would remain on paid administrative leave not to exceed 21 days, unless an extension was requested by the GBI.

Assistant Chief Snell expresses serious ethical concerns about the involvement of Chief Lynn in initiating an investigation with GBI concerning a personnel matter, especially considering that Chief Lynn himself is under investigation for related ethics violations. Furthermore, the manner in which the letters were delivered—directly by the Mayor—and the inconsistencies in the communications and decisions made raise concerns of retaliation tied to previous ethics complaints filed against both Mayor Nail and Chief Lynn.

As of this writing, Assistant Chief Snell has not been provided with any formal details, findings, or documentation regarding the allegations or the concluded investigation. He believes this lack of transparency and the manner of the administrative decisions constitute a violation of ethical standards and due process.

This summary is being submitted for formal review and appropriate action.

Respectfully Submitted,
Jermaine Snell
8/4/2025

Germaine Snell