

ETHICS COMPLAINT FORM
City of Reidsville
Reidsville, Georgia 30453

Date: th July 16 2025

Filed on _____ day of 20____

Petitioner (only one per form)

Asst. Chief Termaine Snell

Against

Respondent (only one per form)

Chief Matthew Lynn

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

Asst. Chief Termaine Snell

Any nicknames used by the petitioner: _____

Date of Birth: _____

Street Address for the Petitioner: _____

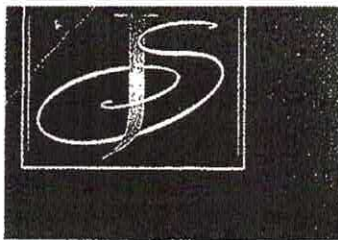
Mailing Address for the Petitioner: _____

Petitioner's Telephone Number: _____

Petitioner's Email Address: _____

Petitioner's Title with the City of Reidsville: _____

Asst. Chief of Police



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

Date: July, 16th, 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

Chief Matthew Lynn

Official Ethics Complaint Subject: Ethics Violation Complaint Against Chief Matthew Lynn

To whom this may concern;

I am writing to formally report ethics violations involving Chief Matthew Lynn, who currently holds the position of Chief. As the Assistant Chief of Police (Law Enforcement Risk Specialist) for the City of Reidsville, I believe the actions observed throughout the period from December 9th, 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.

✓ ① The first encounter with Chief Lynn's hostility. Lt McCoy and I received an email about First Sergeant Daryl Cameron's resignation. This email was sent to Human Resources, Debra Towns, and City Clerk Nivea Jackson. This mail was the first encounter, and I ask that you read it to get an understanding of his actions and how they could be hostile in nature. You should be able to access this email by ORR.

✓ ② In the meeting with the Chief, he expressed frustration that he felt I challenged him, and he could go anywhere in the police department he wanted to. This response arose because I advised the Chief that there were too many officers going in and out of the armory. There has been an abundance of equipment reported missing from the armor,

and only half has been found.

I advised Chief Lynn that the reason I reported to him is that an officer advised me that they were instructed by him to throw away First Sergeant Badges.

- 3 Captain McCoy is the officer who told me that the Chief told him to throw the First Sergeant's Badges away. Captain McCoy advised that he didn't. He kept them in his office.
- 4 Corporal Keeter was terminated after he conducted a mass inventory of the armory room and discovered equipment missing and not accounted for. Corporal Keeter made the department aware of his relationship with his significant other. Corporal Keeter advised that the Chief Matthew Lynn advised him that he was being released for Damage control.
- 5 The Chief had a meeting with Officer Swanson in reference to his check stubs, per Captain McCoy. This meeting was held on July 14th between the hours of 10:00 a.m. and 12:00 p.m. Shortly after the swearing-in at the City Hall. The details of the meeting were in reference to the time sheet and the Assistant. Chief Snell asked Officer Swanson to amend the previous weeks' time sheet to reflect the appropriate hours for that week.
- 6 The allegations were made that I attempted to hold a termination hearing without the Chief's permission. I contacted the Chief and asked him if he knew about Officer Swanson going in my office window, and he stated yes and that Lieutenant Jake Krause informed him. I advised the Chief that the amended timesheet was taken out of an employee file that was on my desk. Chief replied Write it up. I advised him that it was already written up. He then stated that he called Officer Patrick Swanson and that he would be at the PD at approximately 09:30. Officer Swanson arrived at 09:18. I had him go to the conference room. Chief Left and went to the City Hall. After a short while, we left and went to where the Chief was at the City Hall. Upon arrival, the Chief had left. Officer Swanson was waiting in the conference room. I called Chief 4 times. Chief finally answered and stated that he was trying to stay out of it, but he was on the way. The Mayor and the Chief arrived at the same time, and the Mayor asked why was ofc. Swanson was there? And asked, didn't he work all night? I advised her that the Chief had called him. I then told Officer Swanson that we could handle it another day and to go home. The Chief said No! We are going to handle this today!

-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 called Officer Swanson.
-I found this to be unprofessional and an unpleasant experience. The Chief Matthew Lynn jumped up and said the meeting was over, and that if I didn't have video footage, it was over. The mayor advised to let it be. The Chief asked about my office video, and I advised him that the mayor advised to let it be. He then went to the City Hall and spoke with the Mayor. @ approximately 03:30, Chief texted and asked me to come to his office. He advised me that I was placed on administrative Leave and told me to place my Shit in my office.

7 Chief Matthew Lynn wanted to change my rank to Deputy Chief. I asked him why, and his response was because the Assistant Chief Rank made him feel like I was his **"Bitch"**

- This statement made me feel as if Chief Lynn was taking the rank situation personally.

Λ • Brandon Altman conducted an illegal traffic stop that was broadcast on Facebook Live. The individuals involved are Jermaine T Jackson and his wife. The Chief Instructed Lieutenant Cory McCoy to find something on them and take warrants. I advised Chief Lynn that we needed to slow down. I advised Chief Lynn to let Lieutenant Cory McCoy and me investigate the incident before we take warrants on Jermaine and his wife. It was concluded that Officer Brandon Altman was wrong and violated policies- this situation gave the impression of a rushed judgment before investigation.

ℓ Chief Lynn contacted me and advised that Mayor Nail needed some applicants' driver and criminal histories run. I advised Chief Lynn that I did not think we could do that because they were not applying for the police department.

The chief instructed me to do it anyway. After he was cautioned on it. Under duress and fear of retaliation, I went to Tattnell 911 and asked them to run the applications received from City Hall. 911 operator Christi Sikes ran them and then asked why, and when I told her, she advised me that she was not supposed to run them unless they were applying to the police department. I advised Chief Lynn that I was correct and that the Mayor is not privileged to see the information listed in the histories. Assistant Chief Snell advised her that I told the Chief the same thing, and he insisted that I do it. I took the histories to the City Hall and showed Mayor Vicki Nail and Gina Sheridan, and

advised them that this is being done per the Chief, but they could not keep the histories, and they would need to be destroyed by me. The Mayor and Gina then replied We won't tell anyone.

9 Chief Lynn has shown and demonstrated that he is not going to report to Councilman Theron Harris. It is paramount that we hold everyone accountable and not just certain ones.

10 On April 22nd and 24th, 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 Lieutenant 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 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.

11 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 should 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

Susan Oglesby. I find this to be untrue and can be verified by Ms. Susan.

14 -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.

15 I was placed on administrative leave for the allegations attached to this Ethical 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 ethics complaint.

16 Any actions taken by the Chief after this will be interpreted as retaliation.

Thank you for your diligent response to this matter

Journaine Snell

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.

12 *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 is because of me trying to do my job.

13 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,

STATE OF GEORGIA
COUNTY OF TATTNALL

AFFIDAVIT OF NIVEA JACKSON

Before the undersigned officer authorized to take oaths comes **NIVEA JACKSON** and
hereby swears and affirms the following:

1.

I serve as the City Clerk for the City of Reidsville, Georgia.

2.

On Thursday, July 17, 2025, between the hours of 2:30 p.m. and 3:00 p.m., Assistant Police
Chief Jermaine Snell came to City Hall and asked for two copies of the City's Ethics Complaint
Form.

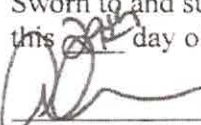
3.

I provided him with two copies of the Form. He filed the completed Forms with me on July
22, 2025.

FURTHER AFFIANT SAYETH NOT.

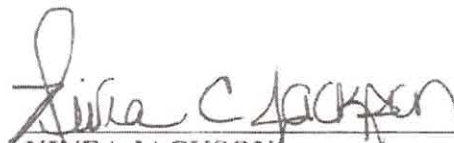
This 29th day of July, 2025.

Sworn to and subscribed before me
this 29th day of July, 2025.


Notary Public

(SEAL)




NIVEA JACKSON

STATE OF GEORGIA

COUNTY OF TATTNALL

AFFIDAVIT OF GINA SHERIDAN

Before the undersigned officer authorized to take oaths comes **GINA SHERIDAN** and hereby swears and affirms the following:

1.

I serve as the Finance Manager for the City of Reidsville, Georgia. My office is in City Hall.

2.

On Thursday, July 17, 2025, between the hours of 2:45 p.m. and 3:00 p.m., I had a conversation with City Clerk Nivea Jackson. Assistant Police Chief Jermaine Snell had come to City Hall and met with Ms. Jackson in her office. After he left, I asked her what the meeting was about.

3.

She responded that he had come to pick up some ethics complaint paperwork.

FURTHER AFFIANT SAYETH NOT.

This 29th day of July, 2025.

Gina Sheridan
GINA SHERIDAN

Sworn to and subscribed before me
this 29th day of July, 2025.

[Signature]
Notary Public (SEAL)





Reidsville Police Department

117 Tattnall Street, Reidsville, GA 30453

Phone # 912-557-4013

MATTHEW LYNN, CHIEF OF POLICE

JERMAINE SNELL, ASSISTANT CHIEF

CORY MCCOY, PATROL DIVISION COMMANDER

Matthew Lynn

Chief of Police

Reidsville Police Department

() / mlynn@cityofreidsvillega.com

08/08/2025

To:

City of Reidsville, Georgia Ethics Committee

Subject: Response to Ethics Complaint

Dear Committee Members,

I am writing in response to the ethics complaint dated 07/16/2025, which alleges several complaints of ethical violations or City Charter Violations

First and foremost, I take any concerns regarding ethical conduct seriously and appreciate the opportunity to respond. I understand the importance of maintaining high ethical standards in my profession and am committed to upholding those principles at all times.

After reviewing the complaint, I would like to address the specific allegations respectfully:

1. Allegation: Hostility over Sergeant Cameron's Resignation

- Sgt. Cameron's resignation was submitted on a Friday, and I did not learn of the situation until Monday. The following is a copy of the email sent to both A/C Snell and Lieutenant Cory McCoy, my entire Command Staff. I explained to both A/C Snell and Lt. McCoy that I was to be advised of any personnel changes immediately via phone call.

How does a Sergeant resign on 3/14/2025 and I do not receive a simple phone call of this happening? How do I get blind sided on Monday morning the 17th? Who accepted the resignation? I am almost 100 % sure that I am the Chief of Police and handle the final hiring, firing, and deciding to accept resignations. This is not how we will handle things

Matthew E. Lynn

Chief of Police

Reidsville Police Department

117 Tattnall Street

Reidsville, Georgia 30453

STATE OF GEORGIA
COUNTY OF TATTNALL

AFFIDAVIT

I, Captain **Cory McCoy (formerly Lieutenant McCoy)**, being duly sworn, do hereby depose and state as follows:

1. I am currently employed with the **Reidsville Police Department** and hold the position of **Patrol Commander**. I was the immediate supervisor of **First Sergeant Daryl Cameron**.
2. I am providing this affidavit in response to the ethics complaint referencing an email communication between **Chief Matthew Lynn, Assistant Chief Jermaine Snell**, and myself regarding Sergeant Cameron's resignation.
3. I affirm that I was the **first individual notified by Sergeant Cameron** of his resignation, which was sent via email. I had not checked my email over the weekend and was therefore **unaware of his resignation** and unable to notify Chief Lynn in a timely manner.
4. **Assistant Chief Snell responded to Sergeant Cameron's resignation email and stated that he accepted the resignation, without notifying Chief Lynn**. Chief Lynn stated in his response email that all hiring, firing, and resignations are determined solely by him as Chief of Police and that this is **not the procedure to be followed within the department**.
5. Chief Lynn expressed that he felt **blind-sided by the resignation** when he became aware of it on **Monday, March 14, 2025**, due to my failure to notify him and because Assistant Chief Snell had accepted the resignation **without his approval or knowledge**.
6. Upon reviewing the email from Chief Lynn, I **did not view it as rude, hostile, or aggressive in any way**. The message was short, professional and appropriate, emphasizing the importance of following proper chain-of-command procedures.
7. I acknowledge that the responsibility for not promptly notifying Chief Lynn of Sergeant Cameron's resignation **rested with me as Patrol Commander**, not with Assistant Chief Snell.
8. I fully **agree with Chief Lynn's expectation** that all supervisory staff must keep him informed of personnel actions such as resignations. His email served as a proper directive and reminder of departmental policy, not as a personal attack.

9. Throughout my career under Chief Lynn's leadership, he has **never exhibited hostility or aggression** toward me or other personnel. In all professional interactions, Chief Lynn has consistently demonstrated the **highest level of integrity, professionalism, and respect for others.**

Attached are copies of the aforementioned e-mails.

I declare under penalty of perjury that the foregoing is true and correct to the best of my knowledge.

Signed: Cory McCoy
Captain Cory McCoy
Patrol Commander, Reidsville Police Department

Date: July 31st, 2025

Sworn to and subscribed before me this 31st day of July, 2025

Notary Public: Karen E Johnson
My Commission Expires: 8/21/2027



Daryl Cameron <dcam@cityofreidsvillega.com>

3/14/2025 1:15 PM

Letter of Resignation

To mccoys@cityofreidsvillega.com Copy jsnell@cityofreidsvillega.com

Good afternoon, Lieutenant McCoy,

I have attached my letter of resignation to this email.

- Reidsville PD Resignation letter.pdf (47 KB)

March 14, 2025
To: Lieutenant Cory McCoy
CC: Assistant Chief Jermain Snell
City of Reidsville Police Department
117 Tattnall Street
Reidsville, Georgia

Reference: Official Resignation

I am writing to you to inform you that I will be resigning from my position as First Sergeant with the City of Reidsville Police Department, effective March 20, 2025 will be my official last day. It was an HONOR working for the City of Reidsville Police Department as the First Sergeant, and I appreciate everything the City of Reidsville Police Department, and Chief Lynn has done for me.

I also enjoyed serving the citizens of the City of Reidsville, Georgia, who have shown me much respect and love. I will not forget the relationships I gained with my colleagues, and supervisors as well as the members of the community.

The reason for my resignation is, I received a job offer with another agency, to which that agency is much closer to my home, at this time, I have accepted that offer.

I want nothing but the best for the City of Reidsville Police Department and thank you for giving me the HONOR to serve this GREAT CITY. GOD BLESS YOU ALL.

Sincerely
First Sergeant
Daryl Cameron

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Command Staff

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Re: Letter of Resignation



From: [John Doe](#) <john.doe@example.com>
To: [Jane Smith](#) <jane.smith@example.com>, [Bob Johnson](#) <bob.johnson@example.com>, [Alice Brown](#) <alice.brown@example.com>
Subject: Letter of Resignation

Dear Jane, Bob, and Alice,

I am writing to inform you that I have decided to resign from my position as a Software Engineer at Example Corp.

The last day of my employment will be Friday, June 15, 2024.

I am grateful for the opportunity to work with you all and for the support and guidance I have received during my time here.

I will do my best to ensure a smooth transition of my responsibilities to the team.

Please let me know if there is anything I can do to assist with the transition.

Thank you for everything.

Best regards,

John Doe

john.doe@example.com

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Chief Lynn-1st Sergeant Daryl Cameron Letter of resignation

To Matthew Lynn <mlynn@cityofreidsvillega.com> Copy Cory McCoy <mccoyc@cityofreidsvillega.com> • dtowns@cityofreidsvillega.com • cityclerk@cityofreidsvillega.com

Good morning!

Chief Matthew Lynn,

I'd like to apologize for the late response and inconvenience that this may have caused. I have been in training and do not have access to my email unless I'm at the office. Chief Matthew Lynn, you were notified at that same time everyone else was via email on the same date. The initial email from 1st. Sergeant Cameron was sent directly to the patrol commander, Lieutenant McCoy. I had no idea of this resignation until I was advised by 1st. Sergeant Daryl Cameron. You were not in office when I decided to accept the letter, as I oversee the personnel management, operations, and administration of our agency. Chief Lynn, if you may recall, you advised me of this. If we do something wrong, sit us down and talk to us.

Concerns: As a young administrator and command staff, I do not feel this was the appropriate way to handle this. We, as a command, are not perfect and make mistakes. We are learning as we go. Lt. Cory and I both know 100% that you are the Chief of Police; in fact, the entire police department does. **I have expressed on multiple occasions that there is a communication issue in several meetings that got ignored.** I feel deeply that if we do something wrong or make the wrong decision, you should take the time to explain why we are wrong. The fact that you feel that you were blindsided hurts me to my core because I would never do that. Instead of being impulsive and aggressively forthcoming, you should talk with us. I have always done what was asked of me without hesitation, and if I make one mistake, it's in the email. As an employee of this city, I employ you to speak with us about your concerns. We are all in this together.

Attached to this email are the responses.

Requests: I would like to request a command staff meeting at your earliest convenience to obtain clarification.

Assistant Chief, Jermaine Snell
Operations Division | Command
Reidsville Police Department
117 Tattnall Street, Reidsville,
Tattnall County, Georgia, 30453.
Contact: 912-557-4013
Contact: 912-314-0656
Cell: 912-245-2712
Email: jsnell@cityofreidsvillega.com



- Letter Of Resignation DC.PNG (40 KB)
- Chief Lynn response.PNG (36 KB)



Reidsville Police Department

117 Tattnall Street, Reidsville, GA 30453

Phone # 912-557-4013

MATTHEW LYNN, CHIEF OF POLICE

JERMAINE SNELL, ASSISTANT CHIEF

CORY MCCOY, PATROL DIVISION COMMANDER

2. Allegation: Hostility over Evidence Custodian and Armory

[*This will also be an answer to Allegations 3 and 13.]

- On the day in question, Investigator Fisher stopped by the Police Department to recover evidence on a case that he was working. I asked Evidence Custodian Susan Oglesby to assist Inv. Fisher with his request. Ms. Oglesby advised me that she did not have a key. I asked her where her key was, and she stated that A/C Snell was the only one with a key. I asked her to call A/C Snell and have him assist Inv. Fisher. A/C Snell stated that he was unavailable, and an agreement was made to meet back at the police department to make the evidence transaction. At 1 pm, I ran into Inv. Fisher again and asked him if he had what he needed and Inv. Fisher stated that A/C Snell had not arrived. I asked that A/C Snell be called again and advised Ms. Oglesby that I wanted her to have A/C Snell have her keys made ASAP. A few minutes later, I was in the armory with Captain McCoy when I heard A/C Snell ask, "What about keys?" I told A/C Snell to make Ms. Oglesby Keys to access the Evidence Room. A/C Snell stated, "Can't do that." I asked him what? A/C Snell stated again, I can't do that. I instructed A/C Snell to make her a set of keys. A/C Snell left and a few minutes later returned and stated that too many people have been in and out of the Armory, as if I were not permitted in the Armory. No Law Enforcement Badges were ever thrown away. Captain McCoy was told to put the First Sergeant Badges in a deep, dark hole (after the Cameron situation). Later that day, A/C Snell stopped me at the back of the Police Department and asked me to meet him at City Hall about something. I went to City Hall and found A/C Snell in the Mayor's Office. I went to walk back toward the front and was asked to come in. I took a seat beside A/C Snell and heard him say I want to clear the air (or something to that effect). Mayor Nail looked confused, and I told A/C Snell to go ahead. A/C Snell stated that he felt that there was tension between us and asked what was going on. I explained to A/C Snell that I was made aware by Lieutenant Jake Kraus that while my wife was in the hospital, He had a conversation that included my command staff promotions and stated that he didn't agree with them and stated to Lt. Kraus that he would ask the Mayor and Council to overturn the promotions. A/C Snell admitted to the conversation and undermining my decisions. A/C Snell stated that it was a test. I asked what kind of test. I then explained that the Evidence Key situation was wrong and keys needed to be made. A/C Snell refused and even indicated that after 6 months on the job, Ms. Oglesby still had not been trained properly. The meeting ended and business returned to normal.

- Attached is a Copy of the Evidence Policy that A/C Snell signed for in February 2025

Reidsville Police Department
Policy Manual

SUBJECT EVIDENCE AND PROPERTY	POLICY NUMBER 12.01
DISTRIBUTION ALL EMPLOYEES	DATE REVISED 2/1/2025

12.01.1 Purpose

It is the purpose of this policy to define member's responsibility for the proper collection, preservation, and control of evidence; and to establish guidelines for the disposition of all evidence that an employee may obtain or receive in the course of their official duties.

12.01.2 Policy

It is the policy of the Reidsville Police Department (RPD) that all evidence obtained or received is properly secured, labeled, stored and disposed of. All changes in custody shall be properly documented. To achieve this goal all members shall adhere to the established guidelines and specific responsibilities.

12.01.3 Definitions

- A. Evidence - any property, thing of value, specimen or duplication of events recorded, collected or created by a member during the exercise of official duties, which is stored outside a case file.
- B. Secure Storage Area – an area of controlled access designated by the evidence custodian for long-term security of evidence as specified by the Standard Operating Procedures for the Evidence Custodian.
- C. Temporary Storage – A secure container or area designated by policy or the evidence custodian to allow for short-term security of evidence/property when the secure storage is not reasonably available. Temporary storage areas include drop boxes, refrigerator/freezers, hazardous materials lockers, and secure parking lots.
- D. Owner – a person having ownership, a legal interest, custodial rights or who otherwise exercises a lawful interest in any evidence.

12.01.4 Objectives

- A. To protect the integrity of the evidence by establishing and maintaining the chain of custody.
- B. To protect all members handling evidence from allegations of impropriety.
- C. To provide for proper documentation and packaging of all evidence.

- D. To protect the legal rights of all persons involved.
- E. To conform to state statutes and evidentiary procedures.
- F. To identify and notify the owner or custodian of the evidence being held.
- G. To establish procedures for temporary and final resolution from the evidence control function.

12.01.5 Responsibilities

- A. Patrol Commander/Unit Supervisor *A/C Snel*
 - 1. Review all reports from the Evidence Custodian.
 - 2. Conduct an annual audit of each evidence room and prepare a report to be directed to the respective adjutant.
 - 3. Conduct unannounced inspections of the evidence storage area a minimum of two times per year.
 - 4. Conduct an inventory when an evidence custodian leaves the position.
 - a. The inspection shall be conducted jointly by the newly designated evidence custodian and a designee of the Chief of Police to ensure the records are correct.
 - b. The departing evidence custodian shall attend the inventory.
 - 5. Ensure compliance with the guidelines established in the Evidence Custodian Standard Operating Procedure Manual.
- B. Primary Evidence Custodian- *Ms Oakeshy*
 - 1. Adhere to the guidelines established in the Evidence Custodian Standard Operating Procedure Manual.
 - 2. Appoint a Secondary Evidence Custodian to be approved by the Patrol Commander.
 - 3. Conduct a semi-annual audit to determine adherence to procedures used for the control of evidence.
 - 4. Make a semi-annual report to the respective Patrol Commander/Unit Supervisor indicating the following information:
 - a. The number of pieces of evidence in the facility;
 - b. The number of cases disposed of;
 - c. The number of additional pieces of evidence received at the facility and

- d. The number of pieces of evidence returned to the owner.

C. Secondary Evidence Custodian Patrol Commander

1. Maintain a secure storage area for submitted evidence.
2. Maintain records of the chain of custody at the storage area.
3. Maintain an adequate supply of approved containers and evidence tape.
4. Maintain submitted evidence and be able to account for the evidence through final disposition within the records system.
5. When authorized by policy, dispose or return evidence consistent with the approved final disposition methods.
6. Adhere to the guidelines established in the Evidence Custodian Standard Operating Procedure Manual.

D. Members

1. The first member to arrive at the scene is responsible for protecting the collision/crime scene unless relieved by proper authority.
2. The member investigating the collision/crime scene shall determine the scope of the investigation, and is responsible for identifying, collecting, recording and labeling all evidence consistent with training and policy.
3. The member shall check all seized or recovered evidence that has a serial number through the NCIC/GCIC files.
4. Every effort shall be made to identify and notify the owner or custodian of evidence in custody and provide a signed receipt, when possible, for such evidence to the owner or custodian.
5. When evidence is located, the member shall complete a DPS Incident report, which describes the circumstances and include a copy in the case file.
6. A properly completed Evidence form shall accompany all evidence.
7. After all necessary information has been recorded; evidence shall be turned over to Evidence Custodian for storage.

12.01.6 Types of Evidence

A. Blood and Urine evidence

1. Qualified medical personnel shall collect all blood samples from all persons. Urine specimens may be collected by the arresting member or qualified medical or law enforcement personnel.

2. All samples shall be sealed in containers approved by the State crime lab.
 3. It shall be the investigating/arresting Member's responsibility to ensure all samples are properly packaged and prepared for shipping at the end of their shift to be delivered to a state crime lab facility.
 4. Delivery to a state crime lab facility may be achieved through the United States Postal Service, United Parcel Service (UPS) or personal delivery.
 5. Regardless of the method used in the delivery of the sample to the Crime Lab, a Chain of Custody Form shall be filled out and the tracking number of the Postal shipment shall be documented on the form.
 6. In exigent circumstances the investigating member may request another member to obtain blood and urine samples. If requested, the member collecting the sample shall be responsible for following guidelines set forth in this policy.
 7. In the event a member from another Agency requests another member to collect a sample, the requested member shall make every effort, unless circumstances prevent, to accommodate the request.
- B. Video Recordings (DVD, VHS or other media)
1. Shall be considered evidence and treated as such.
 2. Shall be maintained at the Police Department as outlined in this, the Mobile Video/Audio Recording Policy #12.03 and all other applicable policies.
- C. Weapons
1. When an inventory or search is conducted, any weapons located shall be checked through GCIC/NCIC to determine if they have been reported lost or stolen. Unless such checks are positive, weapons shall not be seized from persons who are legally entitled to possess them, unless needed as evidence.
 2. When a weapon will be left in a vehicle to be towed by a rotation wrecker, or released to another agency, the serial number and model of the weapon shall be recorded on the Vehicle Inventory Form.
 3. Weapons collected as evidence shall be secured in an authorized storage area.
 4. Firearms collected as evidence shall be unloaded in a safe and secure manner. They shall not be transported in a patrol vehicle or turned in at any evidence facility with ammunition in the firearm. Ammunition shall be properly labeled in a separate evidence bag from the firearm.
 5. Edged weapons shall be secured and stored in a manner that not only protects the evidence, but also protects anyone who comes into contact with the evidence.
 6. It is the investigating/arresting member's responsibility to ensure all weapons, which are to be submitted for analysis, are properly packaged and prepared for

shipping at the end of their shift to be delivered to a state crime lab facility within 24 hours of collection.

7. The investigating member, NCO or their designee shall deliver all weapons, which are to be submitted for analysis to state crime lab facility. Chain of custody forms shall be completed in each case.

D. Alcoholic beverages

1. Alcoholic beverages shall not be seized from persons who are legally entitled to possess them, unless needed as evidence.
2. When alcoholic beverages are seized, these shall be documented and stored as all other evidence.

E. Controlled substances

1. All controlled substances seized shall be placed in evidence bags or other appropriate containers, properly labeled and secured at the drop box until submitted to the State Crime lab.
2. It is the investigating/arresting Member's responsibility to ensure all controlled substances are properly packaged and prepared for shipping at the end of their shift to be delivered to a state crime lab facility, except as provided in paragraph 4 of this section.
3. The investigating member, NCO or their designee shall deliver controlled substances to a state crime lab facility. Chain of custody forms shall be completed in each case.
4. In misdemeanor cases, marijuana may be tested by a member who has successfully completed certified training for marijuana analysis or it shall be submitted to the State Crime lab for analysis.
5. When controlled substances are returned from the crime lab they shall be transported to the evidence facility without delay.
6. The evidence custodian upon receipt shall follow procedures as outlined in their Standard Operating Procedural Manual.

F. Motor Vehicles

1. All motor vehicles seized as evidence shall be removed, by appropriate method, to an approved evidence storage facility.
2. Supervisors shall ensure a facility within their territory has a secure location for these purposes.
3. A complete inventory of the motor vehicle shall be conducted prior to storage and the contents shall be recorded on a Vehicle Inventory Report , in addition to the Evidence Sheet.

4. Each member, prior to the end of their shift, who places an evidentiary hold on a vehicle shall notify the on call NCO informing them of the circumstances. No vehicle shall be held longer than is legally necessary.

G. Valuables

1. Valuables that require extra security precautions shall be temporarily secured in the safes or lock box at each post or at the evidence facility. Valuables include, but are not limited to, currency, jewelry, collectibles, coinage, checks and bonds.
2. Currency shall be counted and the amount and denominations recorded immediately following seizure unless exigent circumstances prohibit. (Example - \$475.00, 12 - \$20 bills, 12 - \$10 bills, 20 - \$5 bills, 15 - \$1 bills.) The count and recording should be done in the presence of a law enforcement witness. The name and badge number or address/agency of the witness shall also be clearly documented.
3. The member who locates/receives the valuables shall maintain continuous custody of the valuables until they are documented and sealed as evidence.

H. Known Samples

After all legal processes have been satisfied, materials and substances needed as evidence shall be documented and collected from a known source. Samples shall be submitted to the Crime Laboratory by the investigating member to be used as a standard for comparison with the physical evidence.

I. Computer Crimes Evidence

1. If the computer has a modem, either external or internal, a telephone line may be attached to the back of the computer or modem. This should be disconnected to prevent deletion from a remote location.
2. If the computer is on, disconnect the power cord and battery (if applicable). Do not turn off the computer through the operating system. If it is off, do not turn it back on. Do not perform any action with the computer.
3. Use adhesive labels to attach numbered labels to all cables and their associated connecting points.
4. Remove all peripheral equipment such as printers, scanners, disks, manuals etc and insert a blank disk into each disk drive.
5. It is investigating/arresting member's responsibility to ensure all computers and peripheral equipment are properly packaged and prepared for shipping at the end of their shift to be delivered to a state crime lab facility or the Office of Professional Standards within 24 hours.
6. Delivery to a state crime lab facility may be achieved through the United States Postal Service, department approved or contracted commercial carrier, or personal delivery.

J. State Issued Property

1. Cellular telephone; Still Camera (digital, 35mm, or any device used to capture still images; Video Camera (handheld or any device used to capture action images, but not including "in-patrol vehicle" camera).
 - a. If device is "off," do not turn "on." If device is on, leave on.
 - b. Photograph device and screen display, if available.
 - c. Label and collect all cables, to include power supply, and transport with device.
 - d. Keep device charged. If device cannot be kept charged, analysis by a specialist must be completed prior to battery discharge or data may be lost.
 - e. Seize additional storage media (memory sticks, compact flash, film, etc.)
 - f. Document all steps involved.
2. In-Patrol Vehicle Camera: WatchGuard or other camera installed in RPD patrol vehicles.
 - a. Download current data onto DVD or a flash drive from which to create DVD. Each copy of DVD will be documented on a property/evidence receipt. Dissemination of each copy of DVD will be reflected on the receipt.
 - b. Photograph device and screen display, if available.
 - c. Disconnect power source to the camera in accordance with manufacturer recommendation.
 - d. Secure vehicle (see 17.01.6, J-3) with camera until device can be removed from vehicle by Radio Shop personnel as authorized.
 - e. If appropriate, the device will be examined and/or downloaded by authorized Computer Services personnel. Any media that results from such analysis shall be documented on evidence/property receipt.
 - f. DVD, device, and/or any resulting media will be managed in accordance with Policy 12.01.07. Each transfer of evidence will be documented on receipt(s) to ensure proper maintenance of the chain of custody.
3. Patrol Vehicle or Pool Vehicle
 - a. The first Officer on scene will secure the vehicle at the scene to evaluate subsequent action.
 - b. This Officer or NCO shall photograph vehicle at the scene.
 - c. If appropriate, this Officer or NCO will provide access to the vehicle to other investigating entities (SCRT, OPS, GBI).

- d. If seized and secured, a Officer, or Investigator will conduct a vehicle inventory, photographing and documenting (in accordance with 12.01.07) of any items of value, and seizing items of evidentiary value.

12.01.7 Procedures

A. Reporting/Marking

1. Any investigative actions including those listed above shall be documented in incident report or investigative files.
2. The complete chain of custody, including all transfers shall be documented on the Evidence Form.
 - a. The white copy shall always remain with the evidence in all circumstances.
 - b. The yellow sheet is used for another agency if it is needed.
 - c. The gold sheet shall act as the evidence control sheet at the authorized evidence storage facility. Any activity concerning the listed evidence shall be noted on the gold sheet and on the white sheet if available.
 - d. The pink sheet is given to the owner of the property if one is known.
3. Prior to any storage, all evidence shall be tagged, marked, or otherwise identified with evidence bags or evidence tape.
4. All evidence markings shall include as much information as possible pertaining to the case such as:
 - a. Victim or suspect's name(s);
 - b. Source from which Known Sample(s) is obtained;
 - c. Serial Number(s);
 - d. Model Number(s);
 - e. Brand(s);
 - f. Type(s);
 - g. Color(s), and
 - h. Other identifying features that describe the evidence.
 - i. The date, time, incident/crash number, and the seizing member's name shall also be included.



Reidsville Police Department

117 Tattnell Street, Reidsville, GA 30453

Phone # 912-557-4013

MATTHEW LYNN, CHIEF OF POLICE

JERMAINE SNELL, ASSISTANT CHIEF

CORY MCCOY, PATROL DIVISION COMMANDER

Allegation 4: Corporal Benjamin Keeter's Termination

Not Sure why this is in the complaint, but I will respond. Officer Keeter resigned and was sent to POST as a Voluntary Resignation. Officer Keeter was questioned about the age of a female he was in a relationship with, despite being currently married, Officer Keeter **LIED** about the female teenager's age. The **LIE** was brought to Officer Keeter's attention in a meeting, and Officer Keeter resigned immediately. Resignation on file. A/C Snell had no involvement in the case. All firearms and equipment have been accounted for. Attached in the missing inventory sheet that Officer Keeter made on July 10, 2025. Notes are where all inventory has been accounted for except A/C Snell's file, we are unable to locate A/C Snell's inventory list at this time.

7/14/2025

Chief M. Lynn,

Below is my official letter of recognition. Effective immediately I am resigning from Reidsville Police Department.

Thank you,

Benjamin Keeter

A handwritten signature in black ink, appearing to read 'B. Keeter', with a long horizontal line extending to the right.



Reidsville Police Department

Chief Executive Officer Deputy Chief Lieutenant
Matthew E. Lynn Jermaine Snell Cory McCoy
Administrative Operations Patrol Commander
117 Tattnell Street, Reidsville, Georgia, 30453

To: Assistant Chief Jermaine Snell; Lieutenant Cory McCoy

From: Corporal Benjamin Keeter

Re: Missing Items from the Arms Room

As of July 10, 2025, 04:05 hours, I completed the inventory inside of the Arms Room. I am currently missing the following items:

- ✓ 1. 149 Rounds of 9mm Duty Ammo
- 2. ~~Black S&W Serial Number 06111121~~
- 3. 1- Campaign Hat strap
- ✓ 4. 1 Silver Whistle
- 5. ~~Black Campaign Hat Strap~~
- 6. ~~Lieutenant Campaign Hat Strap~~
- ✓ 7. 1st Sergeant Campaign Hat Badge
- 8. 3 Silver Whistle Chains
- 9. 1 Gold Whistle Chains
- ✓ 10. 1 Igloo Cooler
- ✓ 11. Captain Badge
- ✓ 12. 2 Sets Gold Collar Brass
- 13. 1 Acorn Strap
- 14. 3 Gold Acorn Strap
- 15. 4 Navy Dress Tie
- ✓ 16. Baton
- ✓ 17. Flashlight Holder
- 18. Stream light Stinger Flashlight SN: 72254Q062
- 19. GPS Tracker
- 20. Brother Pocket Printer SN: U64145A0Z655136
- 21. Panasonic Toughbook SN: 3CTYA65927
- 22. Panasonic Toughbook Charger SN: 5713AM721Y00761WB
- 23. Panasonic Toughbook Charger SN: 5713AM111X0304PS

✓ 24. ~~Black 21 G-4 SN: 3501138~~

model
used @ race

Felimon 2025-
present

Eddie

multi
Brown

Brown
multi
Eddie

was
Altman's

Browns

and only half has been found.

I advised Chief Lynn that the reason I reported to him is that an officer advised me that they were instructed by him to throw away First Sergeant Badges.

- 3 Captain McCoy is the officer who told me that the Chief told him to throw the First Sergeant's Badges away. Captain McCoy advised that he didn't. He kept them in his office.
- 4 Corporal Keeter was terminated after he conducted a mass inventory of the armory room and discovered equipment missing and not accounted for. Corporal Keeter made the department aware of his relationship with his significant other. Corporal Keeter advised that the Chief Matthew Lynn advised him that he was being released for Damage control.
- 5 The Chief had a meeting with Officer Swanson in reference to his check stubs, per Captain McCoy. This meeting was held on July 14th between the hours of 10:00 a.m. and 12:00 p.m. Shortly after the swearing-in at the City Hall. The details of the meeting were in reference to the time sheet and the Assistant. Chief Snell asked Officer Swanson to amend the previous weeks' time sheet to reflect the appropriate hours for that week.
- 6 The allegations were made that I attempted to hold a termination hearing without the Chief's permission. I contacted the Chief and asked him if he knew about Officer Swanson going in my office window, and he stated yes and that Lieutenant Jake Krause informed him. I advised the Chief that the amended timesheet was taken out of an employee file that was on my desk. Chief replied Write it up. I advised him that it was already written up. He then stated that he called Officer Patrick Swanson and that he would be at the PD at approximately 09:30. Officer Swanson arrived at 09:18. I had him go to the conference room. Chief Left and went to the City Hall. After a short while, we left and went to where the Chief was at the City Hall. Upon arrival, the Chief had left. Officer Swanson was waiting in the conference room. I called Chief 4 times. Chief finally answered and stated that he was trying to stay out of it, but he was on the way. The Mayor and the Chief arrived at the same time, and the Mayor asked why was ofc. Swanson was there? And asked, didn't he work all night? I advised her that the Chief had called him. I then told Officer Swanson that we could handle it another day and to go home. The Chief said No! We are going to handle this today!



Reidsville Police Department

117 Tattnall Street, Reidsville, GA 30453

Phone # 912-557-4013

MATTHEW LYNN, CHIEF OF POLICE

JERMAINE SNELL, ASSISTANT CHIEF

CORY MCCOY, PATROL DIVISION COMMANDER

Allegation 5: Officer Swanson's Time Sheet

I don't see or understand the complaint

Allegation 6: Termination Hearing of Officer Patrick Swanson

Officer Patrick Swanson self reported that he had locked his keys and phone in the police department at approximately 02:30 in the morning, on his first day off of FTO. Officer Swanson entered the police department through an unsecured window that accessed A/C Snell's Office. Ofc. Swanson got his keys and phone and returned to duty. Lt. Kraus called me and advised me that following night because A/C Snell approached Ofc. Swanson and indicated to him that he could be fired and arrested for going into his office. The following Morning, I was called by A/C Snell and asked where I was. I told him at the EnMarket by City Hall. He asked me to meet him because he was going to terminate Officer Swanson. I told him I would be at the police department in just a second. I was immediately approached by A/C Snell and he was visually excited and / or upset. I could not understand a lot of was A/C Snell was saying, but I did advise him to calm down and go write a statement and that I would call in Swanson and find out what happened. A/C Snell advised that he had his statement written up. I called Sergeant Kirk Williams and asked if anything Swanson reported to him was a policy violation in his eyes and should a termination take place. Sgt. Williams stated not at all Chief, he had to get in some how. I then Called Officer Swanson who just worked the previous night shift, and explained that I received a complaint about the window incident and after he took a nap and got some rest to call me. Officer Swanson stated that he would rather come now and squash the complaint. I said if you feel up to it meet me at my office at 09:30. Officer Swanson acknowledged and A/C Snell was advised that Officer Swanson would be at my office at 930. At approximately 0918, I was advised that A/C Snell and Officer Swanson were at city hall. A/C Snell was calling from his city phone while I was at the Sheriff's Office and connection was horrible. I did make out that he and Swanson were at City Hall and I left my meeting with Chief Deputy Jeff Rogers and went to City Hall. Upon arrival, I located A/C Snell and asked what was going on. A/C Snell stated a termination. A/C Snell continued into the city hall conference room and explained to Officer Swanson that he was being terminated and that a sheet with blue ink had replaced a paper that had black ink. A/C Snell held up a Camera and stated as soon as his phone charged he would show the video evidence. A/C Snell continued to attack Officer Swanson and failed to produce said video evidence. Officer Swanson asked if he could speak freely. Permission was granted by A/C Snell and I. Officer Swanson made statements to A/C Snell that were out of the granted free speech. I terminated that "meeting" as A/C Snell failed to produce any evidence. I have asked 4 separate times for the video. A/C Snell refuses to answer or gets angry and aggressive when asked about it. As of today, I have not received such video. That Meeting Violated Charter and Personnel Policy



Reidsville Police Department

117 Tattnall Street, Reidsville, GA 30453

Phone # 912-557-4013

MATTHEW LYNN, CHIEF OF POLICE

JERMAINE SNELL, ASSISTANT CHIEF

CORY MCCOY, PATROL DIVISION COMMANDER

Allegation 7: Deputy Chief Rank Change

Under our current tier pay scale, Myself and A/C Snell are grandfathered in unless a rank changes. If A/C Snell agreed to the Deputy Chief title, he could have been eligible to receive 4 years of guaranteed raises. This was 100% to help A/C Snell financially. A/C Snell appeared to be on board and excited. A/C Snell expressed his concern that it was a demotion to Councilman Harris, I was never aware that he had issues with that idea. He remains Assistant Chief per his request, and no guaranteed raises.

Allegation 8: Criminal Histories for City Employment

A/C Snell's job description is to conduct background investigations on Police Personnel. I did extend a request that he conduct a background check on potential city employees. A/C Snell took care of the request with no questions. The claims of it being illegal or inappropriate were never mentioned or discussed.

Allegation 9: Not reporting to Councilman Harris

I am not sure why this would be a complaint from A/C Snell. I don't report to Councilman Harris, but Councilman Harris is talked to every time he stops by. I have never withheld information available to Mr. Harris. He was even advised in detail about the Internal and Independent Investigation into A/C Snell's policy and possible Criminal Complaints.

Allegation 10: Captain McCoy not wearing a Ballistic Vest

(will also address Allegations 11 and 12)

Captain McCoy was responding to a deceased person off of Highway 56. Captain McCoy was off duty, but on call that weekend. A/C Snell was also on scene and made a remark about the vest and camera not being on. When A/C Snell entered the Mayor's Office and wanting a signature for counseling, I explained to A/C Snell that they had been advised multiple times that a supervisor responding to a scene as the on-call NCO was not required to be in full uniform. Captain Cory McCoy did not violate any policy. A/C Snell should have known this. A/C Snell was again advised that a complaint on the Patrol Division should be addressed to me.

Allegation 11: Covered in #10

Allegation 12: Covered in #10

Law Enforcement Use/ No Fee Required

CRIMINAL HISTORY CONSENT FORM

(please print information)

I hereby authorize

Public Works dept.

to receive any criminal history record information pertaining
to me which may be in the files of any state or local criminal
justice agency in Georgia.

Name: _____

Address: _____

Sex: M

Race: WH

Date of Birth: _____

Social Security Number: _____

• D. Myrick

Signature

Notary

01/20/2025
Date

DRIVER'S HISTORY REQUEST

DATE: 01/20/2025

TO WHOM IT MAY CONCERN:

I, Dearin Myrick, DO HEREBY GIVE
MY PERMISSION FOR Public Works dept.
(MUST SHOW IDENTIFICATION) TO OBTAIN A COPY OF MY
SEVEN YEAR DRIVER'S HISTORY.

MY LICENSE NUMBER IS: 
AND MY DATE OF BIRTH IS: 

D. MYRICK

Signature

Notary Public

Law Enforcement Use/ No Fee Required

CRIMINAL HISTORY CONSENT FORM

(please print information)


I hereby authorize

Public Works

to receive any criminal history record information pertaining
to me which may be in the files of any state or local criminal
justice agency in Georgia.

Name: Dasher Marcus Lafayette
Last First Middle Maiden

Address: 

Sex: M Race: B Date of Birth: 

Social Security Number: 



Signature

Lula C Jackson
Notary

2/19/25
Date

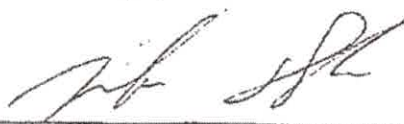
DRIVER'S HISTORY REQUEST

DATE: 2/19/25

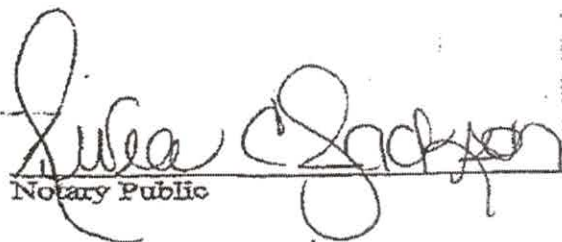
TO WHOM IT MAY CONCERN:

I, Morris L. Dasher Jr, DO HEREBY GIVE
MY PERMISSION FOR _____
(MUST SHOW IDENTIFICATION) TO OBTAIN A COPY OF MY
SEVEN YEAR DRIVER'S HISTORY.

MY LICENSE NUMBER IS: _____
AND MY DATE OF BIRTH IS _____



Signature


Notary Public



Reidsville Police Department

117 Tattnall Street, Reidsville, GA 30453

Phone # 912-557-4013

MATTHEW LYNN, CHIEF OF POLICE

JERMAINE SNELL, ASSISTANT CHIEF

CORY MCCOY, PATROL DIVISION COMMANDER

Allegation 13: Covered in #2

Allegation 14: Repeat of Allegation 6

Allegation 15: Mayor Involved in Snell's Investigation

The Mayor has no investigation on A/C Snell

Allegation 16: Officer Altman's Illegal Stop

Officer Altman was disciplined as a result of this event. The initial report stated that the driver had fled a traffic stop, and the goal was to identify the person involved in the stop and determine if they had a warrant or a license issue, which is common practice in any event of fleeing. Once we reviewed the body camera footage from Officer Altman and conducted a thorough and transparent investigation into this matter, the correct decision was to discipline and suspend Officer Altman for several policy violations

Throughout this matter, I have acted in good faith and by Georgia laws, ethical codes, and organizational policies. I am fully prepared to cooperate with the committee's review and provide any further documentation or clarification that may be necessary. I strongly believe that this complaint lacks credibility and should be dismissed. I also believe that this complaint was filed in retaliation for the current internal investigation into A/C Snell, as it contains false information about me and my character, but offers no documentation, statements, or reports. I have slowly gone through each complaint from A/C Snell and can not find any type of Ethics Complaint.

I trust that the committee will conduct a fair and impartial review, and I remain open to any recommendations or guidance that may emerge as a result.

I do respectfully request that if any of these complaints are substantiated by the Ethics Committee, it be forwarded to the Superior Court of Tattnall County for Review. I have great concern that I would be granted an unbiased, fair hearing with the City Council of Reidsville, Georgia. Multiple Council Members have a close and personal relationship with the complainant, Jermaine Snell. The complaint is dated 07/16/2025, which is an intentional act of falsifying a Government Document to hinder the Internal Investigation of Mr. Snell's conduct.



Reidsville Police Department

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Phone # 912-557-4013

MATTHEW LYNN, CHIEF OF POLICE

JERMAINE SNELL, ASSISTANT CHIEF

CORY MCCOY, PATROL DIVISION COMMANDER

Thank you for your time and consideration.

Sincerely,

Matthew E. Lynn

Chief of Police

A handwritten signature in black ink, appearing to read "Matthew E. Lynn", written over the printed name and title.

ETHICS COMPLAINT FORM
City of Reidsville
Reidsville, Georgia 30453

Date: July 28, 2025

Filed on _____ day of 20____

Petitioner (only one per form) Benjamin Keeter

Against

Respondent (only one per form) Chief Matthew Lynn

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): Benjamin Tyler Keeter
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: _____

- email done
rec'd 8/6/25
415-419
8/7

RESPONDENT

Name of Respondent: (person to whom the Complaint is against): Matthew Lynn
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: Chief of Police

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 Document

Benjamin Tyler Keeter

Rank: Corporal



TO:

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

July 28th, 2025

Summary of Ethics Complaint Letter

Respondent
Chief Matthew Lynn
37 Noel Street, Lyons GA, 30436
912-246-8225

Summary of Ethics Complaint Letter

The letter outlines a timeline of events beginning on July 8, when Assistant Chief Jermaine Snell directed Corporal Benjamin Keeter to conduct a full inventory of the armory due to procedural violations. On July 9, Corporal Keeter completed the inventory and discovered 25–26 missing items, including two firearms and 149 rounds of ammunition. None of the items were properly signed out. Corporal Keeter was able to locate the missing firearms and reported the findings to Assistant Chief Snell on July 10.

Later that day, during a patrol meeting led by Captain Cory McCoy, Corporal Keeter informed staff about the missing items and emphasized the importance of adhering to proper sign-out procedures, noting he was responsible for armory contents and access was restricted to specific personnel.

On July 14, Captain McCoy notified Corporal Keeter of a 4:00 p.m. meeting with Chief Matthew Lynn. At the meeting, Chief Lynn—joined by First Sgt. Kirk Williams—informed Corporal Keeter that Mayor Vickie Nail had received complaints regarding his personal relationship with a significantly younger woman, including allegations from a neighbor concerned about possible sex trafficking. The matter had reportedly reached the Tattnall

4

County Sheriff's Office. Chief Lynn advised Corporal Keeter to consider "damage control" and presented resignation or termination as the only options, without informing him of his right to request a City Council hearing or exit interview.

Will you please add in there that I was advised on July 24 at 4:13p.m., about the phones call coming into City Hall and to the sheriff office is hear say that no evidence was or could be provided. Thank you for your diligent response to this matter.

Benjamin Tyler Keeter

A handwritten signature in black ink, appearing to read 'B. Tyler Keeter', with a long horizontal flourish extending to the right.

8/6 C 355

>

from Mordecai
Char Office



Reidsville Police Department

117 Tattnall Street, Reidsville, GA 30453

Phone # 912-557-4013

MATTHEW LYNN, CHIEF OF POLICE

JERMAINE SNELL, ASSISTANT CHIEF

CORY MCCOY, PATROL DIVISION COMMANDER

Matthew Lynn

Chief of Police

Reidsville Police Department

(912)246-8225 / mlynn@cityofreidsvillega.com

08/08/2025

To:

City of Reidsville, Georgia Ethics Committee

Subject: Response to Ethics Complaint

Dear Committee Members,

I am writing in response to the ethics complaint dated 07/29/2025, which alleges several complaints of ethical violations or City Charter Violations

First and foremost, I take any concerns regarding ethical conduct seriously and appreciate the opportunity to respond. I understand the importance of maintaining high ethical standards in my profession and am committed to upholding those principles at all times.

After reviewing the complaint, I would like to address the specific allegations respectfully:

Allegation 4: Corporal Benjamin Keeter's Termination

Officer Keeter resigned and was sent to POST as a Voluntary Resignation. Officer Keeter was questioned about the age of a female he was in a relationship with, despite being currently married, Officer Keeter **LIED** about the female teenager's age. The **LIE** was brought to Officer Keeter's attention in a meeting, and Officer Keeter resigned immediately. Resignation on file. All firearms and equipment have been accounted for. Attached in the missing inventory sheet that Officer Keeter made on July 10, 2025.

Throughout this matter, I have acted in good faith and by Georgia laws, ethical codes, and organizational policies. I am fully prepared to cooperate with the committee's review and provide any further documentation or clarification that may be necessary. I strongly believe that this complaint lacks credibility and should be dismissed as it contains false information about me and my character, but offers no documentation, statements, or reports. I have slowly gone through each complaint from A/C Snell and can not find any type of Ethics Complaint.

I trust that the committee will conduct a fair and impartial review, and I remain open to any recommendations or guidance that may emerge as a result.



Reidsville Police Department

117 Tattnall Street, Reidsville, GA 30453

Phone # 912-557-4013

MATTHEW LYNN, CHIEF OF POLICE
JERMAINE SNELL, ASSISTANT CHIEF
CORY MCCOY, PATROL DIVISION COMMANDER

Thank you for your time and consideration.

Sincerely,
Matthew E. Lynn
Chief of Police

A handwritten signature in black ink, appearing to read "Matthew E. Lynn", written over the printed name.



CITY OF REIDSVILLE, GEORGIA
ETHICS COMMITTEE

On the matter that has come before the City of Reidsville's, Georgia, Ethics Committee dated by the petitioner, Benjamin Keeter, against the respondent, Chief Matthew Lynn, as received and action taken starting on August 7, 2025 by the Ethics Committee with a decision/recommendation to the Mayor and City Council through City Counsel dated this day as follows:

1. Issue:

The issue is: Whether the Respondent is his/her capacity as an elected official to the City of Reidsville, GA OR in his duly appointed position by the Mayor, who is actively serving the City of Reidsville, GA, violated an ethical duty as so alleged by the Petitioner.

2. Pertinent allegations, charter section(s), rule(s), ordinance(s) relating to the alleged ethical violation:

On July 14, 2025, the Petitioner dates the alleged occurrence of his allegation(s).

On July 28, 2025, the Petitioner signed his Ethics Complaint.

On August 4, 2025, the Petitioner seals his complaint and files it with the City Clerk.

On August 6, 2025, the Committee receives its' copy. Also, the Committee emails City Counsel that a copy will be dropped off at her office tomorrow.

On August 7, 2025, a Committee member hand-delivered a copy to City Council's office. And, the Committee began to take-action on this Complaint.

Contemporaneously, the Committee requested a reply from the Respondent through City Counsel's office.

On August 13, 2025, the Respondent provided his reply through City Counsel's office.

The Petitioner alleges a violation by the Respondent in an ethical duty allow the Respondent to have a City Council hearing or an exit interview.

The Petitioner alleges that on July 14, 2025, he was offered the opportunity to resign as "damage control." The meeting between Petitioner and the Respondent with one other officer present was concerning the Respondent's knowledge of Petitioner's life choice(s). The Petitioner relates in his Ethics Complaint to a specific duty on July 8, 2025, which he was assigned a task within the City of Reidsville police department. Although the Petitioner does not specifically state the link between the July 8th task he performed and his resignation on July 14th, this committee takes it that the Respondent's wishes to link the two events.

To this Committee, it is unclear if the Petitioner has invoked his Garrity rights.

The Ethics Committee has considered the City's charter and Personnel Handbook, as adopted into the City Charter, Part II, Chapter 1, Article III, Sec. 2-82.

3. Discussion/analysis:

The Ethics Committee has met on several occasions to receive, read and discuss this complaint.

This Committee refers to # 1 above. This Respondent is hired by a committee then appointed by the Mayor. He would fall under the purview of this committee.

On or about July 14, 2025, the Petitioner's decided to resign. The Petitioner would conveniently like this committee to hold a link between the task he performed and his resignation, this committee does not hold that he was asked to do "damage control" (see complaint) with his resignation because of the task he did on July 8th.

The Petitioner was counseled by the Respondent on an unrelated issue.

Under City of Reidsville, Personnel Policy, Termination of Employee Status, Chapter I, Section F(2)(d):

"An employee whose resignation or retirement notice is tendered and accepted after initiation of a disciplinary action forfeits their right to appeal the disciplinary action. "

It was not the duty of the Respondent to inform Petitioner of his right to request a City Council hearing (prior to resignation) or an exit interview. The Petitioner had full access to the personnel policies. Each City employee, receives a copy of the same, and understands that it is [his]responsibility to read and comply with the policies in the manual and any revision made to it. Citing Employee Acknowledgement Form.

Additionally, under City of Reidsville, Personnel Policy, Chapter I, Section A, 6(h):

An official copy of the City of Reidsville, Georgia Personnel Handbook containing the latest revisions is maintained by the City Clerk and can be found at City Hall.

4. Decision/recommendation:

Therefore, this committee does not hold that the Respondent violated an ethical duty to the Petitioner in not informing him of any recourse he may have had, if any, to the City Council or to an, if any, exit interview.

Signed this 22nd day of August 2025 by all members of the City of Reidsville's, Georgia, appointed and reappointed by the City Council and currently serving Ethics Committee.

Mordena Richardson 8/22/25
Mordena Richardson

Holly Sanborn Dyar 8/22/2025
Holly Sanborn Dyar

Greg Carr 8/22/2025
Greg Carr

This decision is not for publication, especially on any social media platform.

This decision is ONLY for the eyes of the Petitioner, Respondent, City Counsel, City Councilpersons and the Mayor. All information to and from the Ethics Committee is keep confidential. None of the information relating to this Complaint shall be shared with any persons no listed in the previous sentence above.

ETHICS COMPLAINT FORM
City of Reidsville
Reidsville, Georgia 30453

Date: August 19, 2025

Filed on 19 Aug day of 2025

Petitioner (only one per form) Matthew Lynn

Against

Respondent (only one per form) Theron A. Hams

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): Matthew Lynn
Must be their full legal name

Any nicknames used by the petitioner: _____

Date of Birth: [REDACTED]

Street Address for the Petitioner: [REDACTED]

Mailing Address for the Petitioner: [REDACTED]

Petitioner's Telephone Number: [REDACTED]

Petitioner's Email Address: [REDACTED]

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

RESPONDENT

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

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

Date of Birth: Unknown

Street Address for the Respondent: Unknown

Mailing Address for the Respondent: Unknown

Respondent's Telephone Number: [REDACTED]

Respondent's Email Address: Unknown

Respondent's Title with the City of Reidsville: Councilmember

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: 2-169 through Sec 2-171

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, Matthew Lynn (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 19 day of August month of the year 2025.

Matthew Lynn
Print Name of Petitioner

M. Lynn
Signed Name of Petitioner

8/19/2025
Dated filled out

8/4/2025
Date of Alleged Allegation(s)

8/19/2025
Date Sealed in Envelop and filed with City Clerk

Form Promulgated April 2023

To:

City Clerk Nivea Jackson
City of Reidsville, Georgia

From:

Matthew Lynn, Chief of Police
117 Tattnall Street
Reidsville, Georgia 30453
912-246-8225
mlynn@cityofreidsvillega.com

Date: 08/19/2025

Subject: Filing of Ethics Complaint – Council Member Theron Harris

Dear Ms. Jackson,

Enclosed is a formal ethics complaint pursuant to **Article VI – Ethics, Sec. 2-173** of the City of Reidsville Code of Ordinances.

This complaint concerns Council Member Theron Harris and requests his recusal from matters involving Jermaine Snell due to a conflict of interest and appearance of impropriety.

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

Thank you for your attention to this matter.

Sincerely,

Matthew Lynn, Chief of Police

Formal Ethics Complaint

I. Introduction

Pursuant to **Reidsville City Code, Article VI – Ethics, Sec. 2-173**, I submit this formal ethics complaint regarding Council Member Theron Harris. This complaint seeks to have Council Member Harris recused from participating in any discussion, deliberation, vote, or

decision concerning Jermaine Snell due to a conflict of interest and appearance of impropriety arising from a close personal friendship with the officer.

II. Factual Background

1. Council Member Harris maintains a close personal friendship with Jermaine Snell, a City of Reidsville police officer whose employment with the city is under review pending disciplinary action.
2. Council Member Harris was present with Council Member Verdie Williams and Jermaine Snell on August 4, 2025, and held an immediate vote on site at City Hall to overturn Mr. Snell's Administrative Leave without pay, to Administrative Leave with pay, violating the Sunshine Law and showing the personal relationship with Mr. Snell is a very close one.
3. The City Council is presently involved in consideration of reinstatement, appeal involving this officer.
4. Council Member Harris has engaged in, or is expected to engage in, participation in council discussions, deliberations, or votes on this matter.

III. Applicable Ordinance Provisions

- **Sec. 2-156:** Public servants must subordinate personal interests to the public interest and act with integrity.
- **Sec. 2-157:** Members must avoid actions that impair judgment or create the appearance of using public office for private purposes.
- **Sec. 2-169:** Members must disclose any interest or benefit and must refrain from ex parte communications about the matter.
- **Sec. 2-170:** Members shall not participate in any discussion, debate, deliberation, or vote in which they have a conflict of interest.
- **Sec. 2-171:** After determination of a conflict or potential conflict, members shall leave their regular seat and not return until deliberations are complete.

IV. Grounds for Complaint

The close personal friendship between Council Member Harris and Jermaine Snell creates both:

1. **A conflict of interest** – Personal loyalty to the officer may reasonably impair impartial judgment.
2. **An appearance of impropriety** – Public perception that decisions could be biased in favor of the officer.

Either circumstance independently requires disclosure and complete recusal under Sec. 2-169 through Sec. 2-171.


V. Requested Action

I respectfully request that the Ethics Committee:

1. Determine that Council Member Harris has a conflict of interest or appearance of impropriety in matters involving Jermaine Snell;
2. Recommend to the City Council that Council Member Harris be recused from any discussion, debate, deliberation, vote, or other participation in such matters; and
3. Ensure that proper disclosure and removal from the council seat occur during any related agenda items.

VI. Verification

I affirm that the facts stated in this complaint are true and correct to the best of my knowledge and belief.

Signature: 

Name: Matthew Lynn, Chief of Police

Date: August 19, 2025

ETHICS COMPLAINT FORM

City of Reidsville
Reidsville, Georgia 30453

Date: August 19, 2025

Filed on 19 Aug day of 2025

Petitioner (only one per form) Matthew Lynn

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): Matthew Lynn
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: Chief of Police

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

Date of Birth: Unknown

Mailing Address for the Respondent: unknown

Respondent's Email Address: Unknown

Respondent's Title with the City of Reidsville: Council member

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: 2-169 through Sec 2-171

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, Matthew Lynn (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 19 day of August month of the year 2025.

Matthew Lynn
Print Name of Petitioner

M. Lynn
Signed Name of Petitioner

8/19/2025
Dated filled out

8/4/2025
Date of Alleged Allegation(s)

8/19/2025
Date Sealed in Envelop and filed with City Clerk

Form Promulgated April 2023

To:

City Clerk Nivea Jackson
City of Reidsville, Georgia

From:

Matthew Lynn, Chief of Police
117 Tattnall Street
Reidsville, Georgia 30453
912-246-8225
mlynn@cityofreidsvillega.com

Date: 08/19/2025

Subject: Filing of Ethics Complaint – Council Member Verdie Williams

Dear Ms. Jackson,

Enclosed is a formal ethics complaint pursuant to **Article VI – Ethics, Sec. 2-173** of the City of Reidsville Code of Ordinances.

This complaint concerns Council Member Verdie Williams and requests her recusal from matters involving Jermaine Snell due to a conflict of interest and appearance of impropriety.

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

Thank you for your attention to this matter.

Sincerely,

Matthew Lynn, Chief of Police

Formal Ethics Complaint

I. Introduction

Pursuant to **Reidsville City Code, Article VI – Ethics, Sec. 2-173**, I submit this formal ethics complaint regarding Council Member Verdie Williams. This complaint seeks to have Council Member Williams recused from participating in any discussion, deliberation, vote,

or decision concerning Jermaine Snell due to a conflict of interest and appearance of impropriety arising from a close personal friendship with the officer.

II. Factual Background

1. Council Member Williams maintains a close personal friendship with Jermaine Snell, a former City of Reidsville police officer whose employment with the city is under review pending disciplinary action.
2. Council Member Williams was present with Council Member Theron Harris and Jermaine Snell on August 4, 2025, and held an immediate vote on site at City Hall to overturn Mr. Snell's Administrative Leave without pay, to Administrative Leave with pay, violating the Sunshine Law and showing the personal relationship with Mr. Snell is a very close one.
3. The City Council is presently involved in consideration of reinstatement, appeal involving this officer.
4. Council Member Williams has engaged in, or is expected to engage in, participation in council discussions, deliberations, or votes on this matter.

III. Applicable Ordinance Provisions

- **Sec. 2-156:** Public servants must subordinate personal interests to the public interest and act with integrity.
- **Sec. 2-157:** Members must avoid actions that impair judgment or create the appearance of using public office for private purposes.
- **Sec. 2-169:** Members must disclose any interest or benefit and must refrain from ex parte communications about the matter.
- **Sec. 2-170:** Members shall not participate in any discussion, debate, deliberation, or vote in which they have a conflict of interest.
- **Sec. 2-171:** After determination of a conflict or potential conflict, members shall leave their regular seat and not return until deliberations are complete.

IV. Grounds for Complaint

The close personal friendship between Council Member Williams and Jermaine Snell creates both:

1. **A conflict of interest** – Personal loyalty to the officer may reasonably impair impartial judgment.
2. **An appearance of impropriety** – Public perception that decisions could be biased in favor of the officer.

Either circumstance independently requires disclosure and complete recusal under Sec. 2-169 through Sec. 2-171.

V. Requested Action

I respectfully request that the Ethics Committee:

1. Determine that Council Member Williams has a conflict of interest or appearance of impropriety in matters involving Jermaine Snell;
2. Recommend to the City Council that Council Member Williams be recused from any discussion, debate, deliberation, vote, or other participation in such matters; and
3. Ensure that proper disclosure and removal from the council seat occur during any related agenda items.

VI. Verification

I affirm that the facts stated in this complaint are true and correct to the best of my knowledge and belief.

Signature: Matthew Lynn

Name: Matthew Lynn, Chief of Police

Date: August 19, 2025

CITY OF REIDSVILLE, GEORGIA
ETHICS COMMITTEE

On the matters that has come before the City of Reidsville's, Georgia, Ethics Committee dated August 20, 2025 by the petitioner, Matthew Lynn, hereafter the "Petitioner" against the respondents, Theron Harris, and Verdie Williams, hereinafter the "Respondents" as received and action taken starting on August 20, 2025 by the Ethics Committee with a decision/recommendation to the Mayor and City Council through City Counsel dated this day as follows:

1. Issue:

The issue is: Whether the Respondents in their individual and/or collective capacity as an elected official to the City of Reidsville, GA OR in a duly appointed position by the Mayor, who is/are actively serving the City of Reidsville, GA, violated an ethical duty as so alleged by the Petitioner.

2. Pertinent allegations, charter section(s), rule(s), ordinance(s) relating to the alleged ethical violation:

On August 20, 2025, the Ethics Committee received Complaints from the Petitioner individually with the exact same allegations against both named Respondents. Each Respondent is duly elected council member serving their individual Ward/Post.

On August 20, 2025, the Petitioner signs the Ethics Complaints form that he is "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 with the City of Reidsville.

On August 21, 2025, copies of the complaints were given to City Counsel for dissemination to the Respondents and asking for replies within the week.

At the writing of this decision, this Committee has received no replies.

3. Discussion/analysis:

The Ethics Committee has met on several occasions to receive, read and discuss these complaints.

This Committee refers to # 1 above. These Respondents would fall under the purview of this committee.

The Committee considers these complaints collectively because they are identical and arise out of the same set of facts/circumstances.

The Committee considers the Petitioner's declaration on signing these Complaints.

The Committee referred to City Charter as referred to by the Petitioner.

The Committee referred to City Charter Part II, Article VI, Section 2-173(1). As the Committee shall review [complaint] to determine whether the complaint is unjustified, frivolous, patently unfounded or fails to state facts sufficient to invoke the disciplinary action or is to be considered for further investigation.

Although not required, but given the temperaments involved, the Committee offers the following explanation for its decision.

“Frivolous” is when a petition is filed having no legal basis which is often filed to harass an opposing party.

In Georgia, “patently unfounded” is a legal term most communities use in the context of ethics and disciplinary complaints, not a general statute. It describes a claim that is so clearly baseless that it fails to justify further investigation. It is when a complaint is clear and obviously lacking any basis often determined after an investigation or evidence gathered on a good faith report which fails to state sufficient evidence to invoke the disciplinary jurisdiction such that the clean and undeniable nature of the report lacks truth obvious to anyone investigating it.

The timing of the Petitioner’s complaints is curious. Only after these Respondents voted against the Petitioner’s desire not to have his city own truck striped did he file these complaints. Given Petitioner’s temperament at the August City meeting and subsequent actions, it is reasonable to conclude that his actions only promotes his agenda.

This Petitioner may have believed, at the time of filing his complaint, he did so in good faith, meaning he had reasonable cause for suspicion at the time, but further investigation reveals no basis in fact. Versus, a false report which lacks any initial basis in fact and may be seen as malicious or without reasonable cause rather than in good faith.

Mr. Theron Harris is the Mayor's appointed City Council liaison to the Police Department.

The Petitioner would have these city council members recused from "any discussion, deliberation, vote or decision concerning (name redacted) due to conflict of interest and appearance of impropriety from a close personal friendship with the officer." And, "any related agenda item." It appears that the Petitioner seeks to not have any vote on any issue or to sway the vote in his favor.

Removing one or both council members only advances the Petitioner's agenda. Three of five votes are necessary to carry an issue. Removing one or both would never allow for the advancement of a issue concerning the police. Also, claiming a close personal friendship is not enough. There has been no statement to clarify the alleged conflict of interest. No favors have been promised, sought and/or given.

The Petitioner cites the "Sunshine Law." Georgia's Sunshine law encompasses the state's Open Records Act and Open Meeting Act, ensuring public access to government records and public observation of government meetings. The purpose of these laws is to promote government transparency, accountability, and public trust by making information and decisions-making open to inspection. This Committee does know that it asked several times that the Petitioner, through City Counsel, supply all correspondence(s) made by him to GBI. To date, there has been no receipt of the same. The purpose of the Sunshine Laws is to promote transparency, accountability, and public trust.

Likewise, it does not appear that this Petitioner was forthcoming in releasing investigation reports.

Furthermore, the law does not allow for discipline of "expected to" actions. In a City this size and with most persons living out their lives in this community is likely that everyone would be friends, friendly or know other's business. Merely stating "close personal friendship" or "conflict of interest" is not enough without more specifics. There is no "private purpose." Just because the Petitioner does not like the votes of these council members does not make them an ethical violation.

Executive sessions are not open to the public.

What personal loyalty does either of the respondents have to this officer? One is the City liaison to the police department and the other has long standing community commitment and service. There is no "public perception" that there has been inappropriate action by either of the Respondents. See Petitioner's complaint section VI.

If the Petitioner is successful in forcing out 2 of 5 council members, he would effectively cause a "no vote" on police department issues. The City requires three votes out of five. If 1 is taken away it would leave four votes which would likely be split 2/2. If 2 were taken away it would leave a 2/1 vote with no majority vote. And, if 3 were taken away it would leave only 2 council members to vote with no majority. No action would even be possible involving the Petitioner.

These Respondents were representing their constituents. One was operating in his additional liaison appointment. In all ways these Respondents were acting for the City. No elected or appointed official operates with autonomy. Hopefully, this will not alienate any of these parties so the City may operate with its' motto as the "Friendship City."

4. Decision/recommendation:

Therefore, this Committee holds that the Respondents individually or collectively, did not breach any ethical duty for an alleged conflict of interest, forcibly being recused, and removal from council seat(s) . These complaints are dismissed in their entirety as either or collectively unjustified, unfounded and/or frivolous. This Committee makes no recommendation or action to be taken against these Respondents, individually or collectively.

Signed this 28th day of August 2025 by all members of the City of Reidsville's, Georgia, appointed and reappointed by the City Council and currently serving

Ethics Committee.

Mordena Richardson 8/28/25
Mordena Richardson

Holly Sanborn Dyar 8/28/2025
Holly Sanborn Dyar

Greg Carr 8/28/2025
Greg Carr

This decision is not for publication, especially on any social media platform. This decision is ONLY for the eyes of the Petitioner, Respondent, City Counsel, City Council persons and the Mayor. All information to and from the Ethics Committee is keep confidential. None of the information relating to this Complaint shall be shared with any persons no listed in the previous sentence above.

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CITY OF REIDSVILLE, GEORGIA
ETHICS COMMITTEE

On the matter that has come before the City of Reidsville's, Georgia, Ethics Committee dated by the petitioner Jermaine Snell, hereafter the "Petitioner" against the respondent, Chief Matthew Lynn, hereinafter the "Respondent" as received and action taken starting on August 24, 2025 by the Ethics Committee with a decision/recommendation to the Mayor and City Council through City Counsel dated this day as follows:

1. Issue:

The issue is: Whether the Respondent is his capacity as an elected official to the City of Reidsville, GA OR in his duly appointed position by the Mayor, who is actively serving the City of Reidsville, GA, violated an ethical duty as so alleged by the Petitioner.

2. Pertinent allegations, charter section(s), rule(s), ordinance(s) relating to the alleged ethical violation:

On July 16, 2025, the Petitioner dates the alleged occurrence of his allegation(s).

On July 22, 2025, the Petitioner seals his complaint and files it with the City Clerk.

On July 24, 2025, this Committee receives and opens the Complaint.

A copy was delivered to City Counsel with a request for a reply within with week.

On August 13, 2025, the Committee received the Respondent's reply.

The Petitioner alleges a violation by the Respondent in an ethical duty by placing him on administrative leave after the Petitioner brought to the Respondent's attention the alleged violation of protective vest, email resignation of police officer, counseling a subordinate officer for climbing through department window and accessing Petitioner's office, issues with the evidence room, inventory of the armory and missing firearms with missing 148 rounds of ammunition and other items, demotion, traffic stop, running of background checks, and acting in concert with the Mayor against the Petitioner in retaliation for Petitioner's reporting of above stated incidents. An incident may have been unintentionally left out. The Petitioner alleges these incidents occurred over approximately a six (6) month period.

In the Respondent's reply he offers two unreadable emails due to the extremely small font. The Respondent did not include his correspondence with GBI.

The Respondent offers affidavit from his police department officers.

On or about March 19, 2025, the Petitioner emails the Respondent stating "Requests: I would like to request a command staff meeting at your earliest convenience to obtain clarification." Petitioner, too, states that he "expressed on multiple occasions that there is a communication issue in several meetings that got ignored. The Respondent does not state whether or not he met with Petitioner.

It appears that the Petitioner brought issues within the police department to the newly appointed Respondent to which the Respondent did not like and sought action against the Petitioner with the aide of the Mayor. The City Council had to undo the latest action the Respondent and Mayor took against the Petitioner.

The Respondent offers this Committee Reidsville Police Department Policy Manual Evidence and Property. It does not appear that the Respondent followed the procedure. Certainly, if it was followed access would not be an issue.

The Arm's Room inventory should be an issue for the police department, city council and Respondent. "Missing are 149 rounds of 9mm duty ammo." See Officer Keeter's inventory list submitted as evidence by the Respondent. The inventory is redacted, checks made, includes badges/cooler... in an armory and handwritten notes with no initials.

This Committee questions the need for an officer in full uniform to climb through an outside window to access the Petitioner's office. If it was to retrieve his cell phone and keys, why was his cell phone and keys in the Petitioner's office?

The Respondent replies he left the Petitioner at a high rank which seems illogical if Respondent thinks that Petitioner was not doing his job.

The Respondent should not have included in his reply information on personnel to whom background checks were being sought.

3. Discussion/analysis:

The Ethics Committee has met on several occasions to receive, read and discuss this complaint.

This Committee refers to # 1 above. This Respondent is hired by a committee then appointed by the Mayor. He would fall under the purview of this committee.

The Committee referred to City Charter Part II, Article IV, Section 2-109

The Committee referred to City Charter, Part I, Article II, Section 3.10.

The Committee referred to City Charter, Part II, Article 2-173

The Committee incorporates those relevant City Charter sections and personnel policies so cited in Snell v Mayor complaints 1 and 2 decision as this Respondent acted in concert with the Mayor against this Petitioner.

When the Petitioner refused to comply with the Respondent's orders for more keys to the evidence room, access to the armory, discipline of a subordinate in climbing through department window, running of criminal histories, etc...(see list above), the Petitioner was placed on administrative leave. The Petitioner was denied any copies of reports.


The Respondent then took it upon himself to, with the Mayor, to hire (invoiced to the City) an investigator to investigate the Petitioner. The Respondent, too, sought to involve the Georgia Bureau of Investigation against the Petitioner.


4. Decision/recommendation:

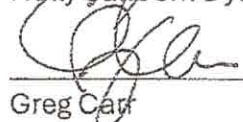
Therefore, this Committee holds that the Respondent violated an ethical duty to the Petitioner by placing him on administrative leave without just cause and simultaneously taking a campaign to discredit the Petitioner with an Investigator Clark and GBI. As well as, seeking to discredit members of City Council which would favor the Respondent's position or cause the matter not to be able to come before the City on Respondent's behavior. It all appears to be retaliation.

This Committee leaves any recommendation or action taken against this Respondent to the elected City Council members.

Signed this 26th day of August 2025 by all members of the City of Reidsville's, Georgia, appointed and reappointed by the City Council and currently serving Ethics Committee.

 8/26/25
Mordena Richardson

 8/26/25
Holly Sarboorn Dyar

 8/26/25
Greg Carr

This decision is not for publication, especially on any social media platform.

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CITY OF REIDSVILLE, GEORGIA
ETHICS COMMITTEE

On the matter that has come before the City of Reidsville's, Georgia, Ethics Committee dated by the petitioner Jermaine Snell, hereafter the "Petitioner" against the respondent, Chief Matthew Lynn, hereinafter the "Respondent" as received and action taken starting on August 24, 2025 by the Ethics Committee with a decision/recommendation to the Mayor and City Council through City Counsel dated this day as follows:

1. Issue:

The issue is: Whether the Respondent is his capacity as an elected official to the City of Reidsville, GA OR in his duly appointed position by the Mayor, who is actively serving the City of Reidsville, GA, violated an ethical duty as so alleged by the Petitioner.

2. Pertinent allegations, charter section(s), rule(s), ordinance(s) relating to the alleged ethical violation:

On July 16, 2025, the Petitioner dates the alleged occurrence of his allegation(s).

On July 22, 2025, the Petitioner seals his complaint and files it with the City Clerk.

On July 24, 2025, this Committee receives and opens the Complaint.

A copy was delivered to City Counsel with a request for a reply within with week.

On August 13, 2025, the Committee received the Respondent's reply.

The Petitioner alleges a violation by the Respondent in an ethical duty by placing him on administrative leave after the Petitioner brought to the Respondent's attention the alleged violation of protective vest, email resignation of police officer, counseling a subordinate officer for climbing through department window and accessing Petitioner's office, issues with the evidence room, inventory of the armory and missing firearms with missing 148 rounds of ammunition and other items, demotion, traffic stop, running of background checks, and acting in concert with the Mayor against the Petitioner in retaliation for Petitioner's reporting of above stated incidents. An incident may have been unintentionally left out. The Petitioner alleges these incidents occurred over approximately a six (6) month period.

In the Respondent's reply he offers two unreadable emails due to the extremely small font. The Respondent did not include his correspondence with GBI.

The Respondent offers affidavit from his police department officers.

On or about March 19, 2025, the Petitioner emails the Respondent stating "Requests: I would like to request a command staff meeting at your earliest convenience to obtain clarification." Petitioner, too, states that he "expressed on multiple occasions that there is a communication issue in several meetings that got ignored. The Respondent does not state whether or not he met with Petitioner.

It appears that the Petitioner brought issues within the police depart to the newly appointed Respondent to which the Respondent did not like and sought action against the Petitioner with the aide of the Mayor. The City Council had to undo the latest action the Respondent and Mayor took against the Petitioner.

The Respondent offers this Committee Reidsville Police Department Policy Manual Evidence and Property. It does not appear that the Respondent followed the procedure. Certainly, if it was followed access would not be an issue.

The Arm's Room inventory should be an issue for the police department, city council and Respondent. "Missing are 149 rounds of 9mm duty ammo." See Officer Keeter's inventory list submitted a evidence by the Respondent. The inventory is redacted, checks made, includes badges/cooler... in an armory and handwritten notes with no initials.

This Committee questions the need for an officer in full uniform to climb through an outside window to access the Petitioner's office. If it was to retrieve his cell phone and keys, why was his cell phone and keys in the Petitioners' office?

The Respondent replies he left the Petitioner at a high rank which seems illogical if Respondent thinks that Petitioner was not doing his job.

The Respondent should not have included in his reply information on personnel to whom background checks were being sought.

3. Discussion/analysis:

The Ethics Committee has met on several occasions to receive, read and discuss this complaint.

This Committee refers to # 1 above. This Respondent is hired by a committee then appointed by the Mayor. He would fall under the purview of this committee.

The Committee referred to City Charter Part II, Article IV, Section 2-109

The Committee referred to City Charter, Part I, Article II, Section 3.10.

The Committee referred to City Charter, Part II, Article 2-173

The Committee incorporates those relevant City Charter sections and personnel policies so cited in Snell v Mayor complaints 1 and 2 decision as this Respondent acted in concert with the Mayor against this Petitioner.

When the Petitioner refused to comply with the Respondent's orders for more keys to the evidence room, access to the armory, discipline of a subordinate in climbing through department window, running of criminal histories, etc...(see list above), the Petitioner was placed on administrative leave. The Petitioner was denied any copies of reports.

The Respondent then took it upon himself to, with the Mayor, to hire (invoiced to the City) an investigator to investigate the Petitioner. The Respondent, too, sought to involve the Georgia Bureau of Investigation against the Petitioner.


4. Decision/recommendation:


Therefore, this Committee holds that the Respondent violated an ethical duty to the Petitioner by placing him on administrative leave without just cause and simultaneously taking a campaign to discredit the Petitioner with an Investigator Clark and GBI. As well as, seeking to discredit members of City Council which would favor the Respondent's position or cause the matter not to be able to come before the City on Respondent's behavior. It all appears to be retaliation.

This Committee leaves any recommendation or action taken against this Respondent to the elected City Council members.

Signed this 26th day of August 2025 by all members of the City of Reidsville's, Georgia, appointed and reappointed by the City Council and currently serving Ethics Committee.

 8/26/25
Mordena Richardson

 8/26/25
Holly Sanborn Dyar

 8/26/25
Greg Carr

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4. Decision/recommendation:

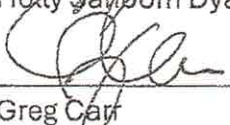
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Matthew Lynn, Chief of Police

Reidsville Police Department

09/09/2025

(912)246-8225

Mlynn@cityofreidsvillega.com

To: City of Reidsville, Georgia Ethics Committee

Subject : Response to Findings

Dear Committee Members,

I am writing in response to the Ethics Finding dated 08/26/2025, which alleges, I acted in retaliation against Officer Snell. I was not interviewed by anyone and feel like there is some misunderstandings in this " finding " or that it is completely out of the scope of Mr. Snell's ethics complaint.

Mr. Snell alleges Violation by me in an ethical duty placing him on Administrative Leave after Mr. Snell brought to my attention of protestive vest, email resignation of officer, counseling a subordinate officer for climbing through department window and accessing Mr. Snell's Office, issues with the evidence room, inventory of the Armory and missing firearms with 148 rounds of ammunition and other items, demotion, traffic stop, running back ground checks, and acting in concert with the Mayor against Mr. Snell in retaliation for Mr. Snell's reporting of above stated incidents.

- A. In my reply it reads I offered two unreadable emails, I also sent print outs on full pages.
- B. I did not include a GBI Correspondence, I was not asked to contact the GBI, per council request, until after this response.
- C. It appears that Mr. Snell brought issues within the police department to me, the newly appointed Chief, to which I did not like and sought action against Mr. Snell with the aide of the Mayor. What issues? What Action? I've never approached the Mayor to discipline Mr. Snell prior to July 17, 2025
- D. States that I did not follow the Evidence Policy, Mr. Snell did not as I explained on my response. Mr. Snell was in charge of over seeing Evidence. The evidence Custodian was to be given her own set of keys. Mr. Snell verbally stated No. Further " if it was followed access would not be an issue" - I AGREE !!!

- E. Missing Weapons and Ammunition – I sent the same memo declaring the items missing, where they were. There are no items missing. If you wanted a full inventory, You could have requested it.
- F. Questions the Officer in full uniform crawling through a window – It was his first night by himself at work. Officer Snell's unsecured window was the only way to gain entry into the police department. The officer is allowed access to the building. The officer's cellphone and keys were not in Mr. Snell's office.
- G. I should not have included personal information on background consent forms. I agree, I was just showing the complaint of the background checks had no validity.
- H. It reads, so we are all understanding, Mr. Snell refused to comply with my orders to produce keys to evidence custodian (Insubordination), I met with Mr. Snell with the Mayor at Mr. Snell's request. No Discipline issued, access to the Armory (Insubordination), I met with Mr. Snell and the Mayor per Mr. Snell's request. No Discipline issued. Attempting to Terminate subordinate without cause, justification, or evidence, Yes Mr. Snell was placed on Administrative Leave with Pay. Criminal History Request, Mr. Snell never spoke or filed any complaint, the request was legal per signed Consent Form. I denied Mr. Snell Reports, Mr. Snell never requested anything from my office and the investigation remained open until I closed it due to Mr. Snell being uncooperative during the tenure of the Investigation.
- I. I took it upon myself, with the Mayor to hire an investigator to investigate Mr. Snell. I am within my right as a Police Chief and as an administrator to ask for an independent review. That's called accountability and transparency.
- J. I too, sought to involve the Georgia Bureau of Investigation against Mr. Snell. The GBI Request came from City Council Members, Not me.
- K. The Ethics Committee holds that I violated an ethical duty to Mr. Snell by placing him on Administrative Leave without cause – What did I violate? I have a duty to protect employees of illegal actions against them and investigate misconduct. Mr. Snell refused to produce evidence that he admitted to having, violated policy, and had illegal recording devices inside the police department. That's CAUSE.
- L. Simultaneously taking a campaign to discredit Mr. Snell with an Independent Investigation and the GBI. Why would any person over seeing any form of complaint indicate that an investigation into a incident is a discredit to the violator? This is an openly biased statement and extremely unprofessional.
- M. I requested recusals of two council members due to their personal involvement with Mr. Snell. Their vote would not be a fair and unbiased vote. Now my complaints to have them recused from voting, is now a target at me to discredit Mr. Snell. I don't have to discredit Mr. Snell.

N. "It all Appears to be Retaliation " What is it ? I have not seen any ethical Violations or retaliation.

- I have not spoke to any person(s) from the Ethics Committee

Now a breakdown of Mr. Snell's Ethics Complaint and actual findings by Committee -

- Hostility through an email – No Mention of any Ethics Violation
- Missing Equipment – In response, I produced the same updated Inventory Sheet that Mr. Keeter submitted with all equipment accounted for. Mr. Keeter had issues maintaining accurate inventory Logs, But though mentioned, No Ethics Violation
- Badges thrown away – No badges have ever been thrown away, No Ethics Violation
- Mr. Keeter's Termination – Mr. Keeter resigned after lying about a teenage girls age that he was involved with, No Ethics Violation
- Officer Swanson's time sheet – No Ethics Violation
- Officer Swanson's Termination – No Ethics Violation ** Note, Mr. Snell changed his story in termination hearing while under oath**
- Rank Change – No Ethics Violation
- Criminal Histories – No Ethics Violation
- Reporting to Councilman Harris – No Ethics Violation
- Captain McCoy Ballistic Vest – No Ethics Violation
- Captain McCoy Discipline over Vest – No Ethics Violation
- *** Any Actions taken by the Chief after this will be interpreted as retaliation **
With Mr. Snell intentionally back dating his complaint form with this at the end, one was completely ignored by the Ethics Committee, but a blatant falsification to make the Administrative Leave and Investigation appear as " Retaliatiion ".

The only response I received was " It appears all to be retaliatory " This entire Ethics Committee Investigation was an opinion of people who found no valid complaints or violations. But the 2 I filed on city councilmembers with valid Policy Violations, added to discredit Mr. Snell in the committee's opinion.

As for the Ethics Committee, your actions have been equally troubling. Instead of weighing facts, you pursued the opinions of allies. Consider the following:

- You inquired about a potential media release that had only been privately discussed among councilmembers. How did you know about it, and what complaint did that even fall under?
- You questioned a GBI investigation that *you yourselves requested during an illegal meeting on August 4th at City Hall*. Yet somehow, in your findings, you imply the investigation was initiated by me, and you framed it as retaliatory.

That is not objectivity—that is bias. That is not accountability—that is political cover.

This entire process has become about protecting an individual and advancing personal agendas rather than serving the citizens of Reidsville. The people of this city deserve a government that prioritizes integrity, truth, and fairness—not favoritism and backroom deals.

The message could not be clearer: this is not about what is best for the City—it is about personal gain.

Respectfully,
Matthew E. Lynn
Chief of Police
City of Reidsville