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Reidsville City Investigative Report

Subject: Assistant Chief SNELL

Compiled in Reference to City Policy and Supporting Exhibits

Preliminary

On Thursday, July 17, 2025, J. Douglas Parker of Parker Consulting & Investigations was contacted by Mayor NAIL of the City of Reidsville and CHIEF MATTHEW LYNN of the Reidsville City Police Department. The purpose of the investigation was to conduct an internal investigation of possible policy violations pertaining to ASSISTANT CHIEF JERMAINE SNELL. PARKER advised that he would initiate the investigation by conduct interviews, review both city and PD policies, prepare a report based on the findings but would not make any recommendations.

At 2:39 pm, same date, PARKER responded with an email of his Fee Schedule and CV. Exhibit #20

MAYOR NAIL email response of approval. Exhibit #21

PARKER submitted an affidavit stating PARKER did not know any of the parties involved in this investigation. Exhibit #22

PARKER was provided with a flowchart showing the Chain of Command for the City of Reidsville and is Exhibit #3. Provided was City of Reidsville Policy Section 8, Discipline 8.810 which is Exhibit #16

Past Disciplinary Record for SNELL, Reidsville PD:

February 10, 2023

Disciplinary Report (Exhibit #2)

Notice of Discipline (Exhibit #6)

February 22, 2023

Issue: Reprimand by Chief Stacey Wilds for insubordination.

Employee Notice of Discipline (Exhibit #1)

Disciplinary Report (Exhibit #4)

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Interview with Chief Matthew LYNN

Conducted by PARKER on July 21, 2025, regarding internal issues at the Reidsville Police Department, particularly surrounding Assistant Chief Jermaine SNELL. The audio recording is Exhibit #33

Background: Chief Matthew LYNN

- Appointed Chief of Police in December 2024.
- Quickly undertook departmental reforms:
 - o Adopted Georgia Department of Public Safety's policies.
 - o Initiated body-worn camera policy and retraining.
 - o Restructured vehicle fleet and command staffing.

Evidence Room Control

- Assistant Chief SNELL was sole custodian of the evidence room.
- SNELL refused to provide a key to evidence custodian Susan OGLESBY, citing need for sole access to testify in court.
- Dropping the key on her desk and walking out.
- SNELL later relinquished responsibility over the evidence room altogether.
- Result: Evidence backlog, unprocessed materials from as far back as February, and potential case hindrances.

Body-Worn Camera Abuse

- Axon cameras require officers to double-tap to record; only those events are typically uploaded.
- SNELL, while on administrative leave, retrieved SWANSON's body cam and downloaded 12–15 hours of unrecorded footage ("record after the fact") using administrative access.

- Footage included non-activated video and was stored in SNELL's computer
- SNELL claimed it was part of an investigation—but Chief LYNN had not authorized any such investigation, and SNELL was already placed on leave.

Incident with Officer SWANSON

Lockout and Re-entry

- SWANSON accidentally locked his key card in the station.
- Entered the building through an unlocked window into SNELL's office to retrieve it.
- SWANSON informed his chain of command, and the incident was treated as humorous rookie error by others.

Unjustified Termination Attempt

- SNELL attempted to terminate SWANSON the following day, alleging:
 - o Burglary,
 - Tampering with time sheets,
 - Viewing sensitive materials.
- Conducted an unauthorized termination meeting with the mayor present, without LYNN's knowledge or approval.
- Based his case on a paper found with different colored ink—blue vs. black.
- Did not provide the promised video evidence, and later claimed it was irrelevant after the mayor canceled the meeting.

Payroll and Time Sheet Allegations

- SWANSON self-reported an 18–24 hour overpayment due to a shift change.
- Offered to and did work off the extra hours voluntarily.
- Snell's allegation that SWANSON altered time sheets lacked foundation—Chief LYNN confirmed the matter was resolved honestly and responsibly.

Other Issues with Assistant Chief SNELL

Insubordination and Spending

- SNELL approved unauthorized uniform purchases for Officer MOLINARI, including full dress gear, against explicit instructions to delay until field training completion.
- SNELL had previously pushed to hire MOLINARI, a "risky hire" with a poor track record, despite LYNN's objections.
- Spending sprees nearly exhausted the department's \$5,100 uniform budget, with \$4,000 spent prematurely.

Refusal to Work Assigned Shifts

- SNELL failed to cover necessary shifts when directed during vacations and emergencies.
- Instead, authorized overtime for officers still in training, compounding payroll expenses unnecessarily.

Aggression & Professional Misconduct

- Described as confrontational, disrespectful, and physically intimidating (e.g., clenched fists, wide eyes, erratic behavior).
- In the mayor's office, displayed hostile body language toward Chief LYNN.
- Known for aggressive, berating behavior toward subordinates, especially SWANSON.

Procedural Failures Noted by LYNN

- SNELL initiated investigations and disciplinary actions without authority.
- LYNN emphasized that only he or the mayor can place someone on leave or initiate internal investigations.
- No documentation was recovered for SNELL's accusations or the proposed termination.

Summary Observations

- Pattern of insubordination: repeatedly defying direct instructions and protocols.
- Unprofessional and retaliatory behavior: toward SWANSON, KRAUS, and others.
- Misuse of power and departmental resources: involving evidence handling, surveillance, and budget.
- Potential legal and ethical violations: including unauthorized surveillance and improper handling of disciplinary proceedings.



Interview with First Sergeant Kirk WILLIAMS

Conducted by Investigator PARKER on July 21, 2025, concerning events tied to the internal investigation of Assistant Chief Jermaine SNELL. The transcripts of the interview are Exhibit #34

Interviewee Profile: Sgt. Kirk WILLIAMS

- Joined the Reidsville Police Department in April 2025, making him relatively new to the team at the time of the interview.
- Brought prior law enforcement experience from Vidalia, Claxton (Sheriff's Office), and Metter.

Incident Involving Officer SWANSON: Window Entry

Timeline of Knowledge

- On the day of the incident, WILLIAMS came in for duty unaware of SWANSON's entry through SNELL's office window.
- Later that day, SNELL noticed his curtain disturbed and asked WILLIAMS if he knew anything. WILLIAMS did not at the time.
- WILLIAMS eventually learned about the entry directly from SWANSON, who stated he had already informed SNELL.
- SWANSON also showed WILLIAMS the window he used but did not go back through it.

Observation vs. Allegation

- SNELL later accused SWANSON of re-entering his office again, reportedly based on bodycam footage.
- WILLIAMS clarified that no second entry occurred and that he was physically present when SWANSON only pointed out the window without entering.

"There's nothing to tell because he didn't go back through the window."

Time Sheet and Payroll Issues

WILLIAMS' Eyewitness Account

- WILLIAMS directly witnessed SWANSON completing his time sheet.
- Stated that SNELL was instructing SWANSON on how to fill it out, suggesting no independent manipulation by SWANSON.
- SWANSON handed the completed sheet to SNELL, who then took it into his office.

"SWANSON did a time sheet. I witnessed him doing the time sheet and SNELL telling him how to do it."

Shift Coverage Incident

- WILLIAMS acknowledged missing a shift due to oversleeping.
- Corporal KEER later texted him that SNELL said to stay home, as SNELL would cover his shift.
- WILLIAMS complied but had no direct confirmation or visibility into who worked those shifts.

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Interview with Lieutenant Jake KRAUS

Conducted by PARKER on July 21, 2025, as part of the internal investigation into Assistant Chief Jermaine SNELL. The transcripts are Exhibit #32. KRAUS previously provided a written statement about an incident on July 2, 2025, and is Exhibit #35

Interviewee Background: Lt. Jake KRAUS

- Rejoined the Reidsville Police Department in January 2025, shortly after Chief Matthew LYNN took office.
- Works night shift; was interviewed during an active rotation.

Allegation #1: Attempted Rank Manipulation by SNELL

- SNELL approached KRAUS privately, suggesting that KRAUS should have been promoted directly from Sergeant to Captain, bypassing Corey MCCOY.
- KRAUS rebuffed the proposal, calling it inappropriate and contrary to departmental norms.
- KRAUS reported this to Chief LYNN, who later indicated that SNELL described it as a "test" or attempt to "plant a seed" to see if it would reach the chief—a so-called loyalty test.
- KRAUS interpreted this as manipulative and a breach of professional integrity.

Allegation #2: SNELL Allegedly Threatened Officer SWANSON

- KRAUS learned directly from Officer SWANSON that SNELL told him, "I'd hate to bring criminal charges up against you or fire you."
- KRAUS expressed strong disapproval, stating:

"You don't threaten my guys."

- KRAUS immediately escalated the issue to Chief LYNN, highlighting that such threats bypassed normal chain of command and undermined his supervisory role.
- Emphasized that disciplinary or criminal accusations should come through appropriate supervisors like himself or MCCOY, not from SNELL acting alone.

Department Access: Key Card System

- KRAUS clarified that access to the police department is controlled by key fobs, not physical keys.
- SWANSON's access fob was stored in his phone case setup that contributed to his accidental lockout.
- This supports SWANSON's account of being locked out and having to enter through a window.

Allegation #3: Possible Retaliation over a Domestic Call

- During a domestic call, KRAUS reportedly told a subject, "I don't give a sh*t about Snell", when the subject threatened to escalate by calling SNELL.
- KRAUS proactively informed SNELL about the context, explaining it was a deescalation tactic, not personal.
- Though SNELL seemed to accept the explanation at the time, he later filed a complaint against KRAUS with the mayor.
- This resulted in KRAUS receiving a verbal warning for language use.
- KRAUS expressed surprise, frustration, and a sense of betrayal, saying:

"I thought we shook hands before we left... If I hadn't told him, he wouldn't have ever known."

INTERVIEW WITH CAPT CORY MCCOY

• PARKER interviewed Captain Cory MCCOY on Monday, July 21, 2025, at the Reidsville Town Hall. MCCOY'S recorded interview is Exhibit #30

Summary of Key Points

Camera System & Surveillance

- Only Assistant Chief SNELL had access to the SimpliSafe camera system.
- MCCOY only recently received access, just minutes before the interview.
- The department had no signage indicating audio recording, though it was known that cameras captured sound.
- Cameras were shut off due to concerns and the plan was to adopt a different system.
- A black camera mounted in SNELL's office, distinct from the standard SimpliSafe ones, was noted to be:
 - o Smaller
 - o Likely not part of the same system
 - Positioned to capture anyone entering the office
- MCCOY and PARKER found no footage of the interior incident from this system, only exterior views, including SWANSON arriving and returning to his vehicle. (It is noted that a review of the SimpliSafe videos does have sound as part of the recording.)

SWANSON Time Sheet Incident

- SWANSON was mistakenly paid for two shifts he didn't work due to a scheduling shift made by MCCOY.
- SWANSON proactively reported this error to SNELL.
- A memo and corrected time sheet were completed, allowing SWANSON to work unpaid shifts to reconcile.

• There was no evidence of deception or intent to "steal time."

Missing Time Sheet & Office Entry

- SNELL later claimed that the original blue-ink time sheet was missing from SWANSON's file.
- SWANSON admitted to entering SNELL's office through an unlocked window after locking himself out and needing his phone.
- SWANSON denied touching any documents or files.
- SNELL claimed the blue-ink sheet was in the office prior to SWANSON's entry, but afterward it was missing.

Video Evidence Controversy

- SNELL stated he had footage on a small black camera but did not produce it.
- During the meeting about the incident (attended by Chief LYNN, SNELL, Mayor Vicky NAIL, MCCOY, and SWANSON), SNELL claimed:
 - o His phone was dead, which prevented immediate access to the footage.
 - He would provide it later.
- Later that day, when Chief LYNN followed up, SNELL reportedly responded: "No, this is all done with," and refused to provide the video.

Disciplinary Action and Termination

- SNELL stated he wanted SWANSON terminated, reportedly saying, "We can't have that. We're going to have to fire him."
- There was no official notice or form seen by MCCOY during the meeting regarding a termination.
- No mention was made of an official investigation notice being presented to SWANSON at the time.

SNELL's Work Attendance Concerns

- There was an unverified complaint about SNELL failing to report for a shift while MCCOY was on vacation.
- Chief LYNN reportedly instructed SNELL to cover a shift, but SNELL did not, citing an unspecified reason.
- MCCOY emphasized that this was the only unverified no-show and that all other officers generally complied with their scheduling.

Additional Notes

- MCCOY oversees scheduling patrol shifts, keeps records on a computer calendar, and posts copies on a bulletin board.
- MCCOY confirmed he had no role in the evidence room.



INTERVIEW WITH KAREN JOHNSON

On Tuesday, July 22, 2025, at approximately 12:18 pm, PARKER conducted an interview with Karen JOHNSON. JOHNSON is the clerk for the Reidsville Police Department and the interview was conducted at the PD. The interview was recorded with the use of a Sony digital recorder and is Exhibit #23.

Key Facts from Karen JOHNSON's Statement

Timeline of Events — July 17, 2025

- Assistant Chief SNELL arrived at the police department at approximately 4:55 PM ON July 17, 2025.
- He was dressed in civilian clothing.
- Karen JOHNSON buzzed him into the building.
- SNELL asked for and was given the key to his office.
- JOHNSON left at 5:00 PM.
- Upon her return, she found the office key left on her desk.
- JOHNSON does not know what time Snell left the building after she departed at 5:00 PM.

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INTERVIEW WITH JERMAINE SNELL

The interview between PARKER and Jermaine SNELL was conducted on July 22, 2025.

Overview of Interview Context

- Interviewee: Jermaine SNELL
- Date/Time: Tuesday, July 22, 2025, at approximately 11:24 AM
- Location: City Hall
- Status of SNELL: On paid administrative leave
- Nature of Interview: Internal investigation

Legal Representation & Request for Counsel

- SNELL stated he is represented by attorney Francis JOHNSON of Bozeman at Law, Statesboro.
- He expressed the need for his attorney to be present before answering any investigative questions.
- SNELL clarified that his refusal to answer questions immediately was not a lack of cooperation but a procedural safeguard.

"I want to cooperate and give you and talk to you entirely about everything... I only ask that you give me that [time to consult with counsel]."

• SNELL also cited Section 5 of his Garrity Rights, formally requesting counsel and refusing to answer questions without legal representation.

Documents and Allegations

- SNELL was in possession of supporting documents relevant to the investigation but chose to withhold them until his attorney could review and advise on their release.
- He mentioned ongoing litigation and a sealed ethics complaint involving the Chief and the Mayor—both reportedly involved in the subject matter.

• He initially offered the documents to PARKER but then retracted, deciding to wait for legal counsel before handing them over.

Garrity Rights Acknowledgement

- PARKER read Snell his Garrity Rights, which pertain to the protections for public employees under internal investigations.
- SNELL signed the acknowledgment form, affirming his understanding that:
 - Statements could lead to disciplinary action.
 - o Statements cannot be used in criminal court proceedings.
- SNELL explicitly invoked his right to legal representation during the process, per these rights. The form is Exhibit #29 and the audio is Exhibit #30.

Closure

- Interview concluded at 11:36 AM, with a mutual agreement not to proceed further without the attorney.
- PARKER agreed not to discuss the matter further until legal counsel could be involved.

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Interview with Officer Patrick SWANSON

Conducted by PARKER on July 21, 2025, at Reidsville City Hall. Exhibit #8 is Written Complaint of SWANSON, Exhibit #13 is SWANSON's Written Statement, Exhibit #28 is Transcript of Interview with SWANSON.

Background: Officer Patrick SWANSON

- Assigned to the Patrol Division.
- Has been with the department for 1.5 to 2 months.
- Previously served as a narcotics investigator with Nahunta Police Department.

Incident Overview: Entry into Assistant Chief SNELL's Office

- SWANSON accidentally locked himself out of the police department after retrieving paperwork from his patrol car.
- His access card was attached to his work phone, which remained inside.
- He attempted to check multiple windows and found only one—Assistant Chief SNELL's office window—to be unlocked.
- Dressed in full patrol uniform, he entered through the window, avoiding damage to blinds or furnishings.
- The computer screen was active and showed a single open document (a letter), but SWANSON denies interacting with it or accessing files.
- He denies touching or viewing any personnel files and only retrieved his access card to return to duty.

Chain of Notification and Subsequent Reaction

- SWANSON informed First Sergeant WILLIAMS and later Lieutenant and Captain of his entry, following proper chain of command.
- Shortly afterward, he was summoned to City Hall for a meeting that included the Chief, Mayor, Captain, and Assistant Chief SNELL.
- SNELL accused him of breaking into his office, accessing a new hire's personnel file (Officer MOLINARI), and altering SWANSON's own time sheet.

• SWANSON was shocked and claims he had not been informed of any investigation prior to this meeting.

Time Sheet Discrepancy Explained

- SWANSON acknowledged a legitimate error on a time sheet due to pre-filling it during the July 4th holiday week.
- He self-reported the overpayment (~18 hours) and reached an agreement with the department to make up hours by working additional shifts, rather than face payroll deductions.
- He stresses that this matter was already resolved, eliminating any motive to alter documentation.

Body Camera Concerns: Retaliation Allegation

- SWANSON discovered unusual Axon body camera videos uploaded to the system, many labeled as 30:00 minutes—unusual in duration and not activated by him.
- Videos included:
 - SNELL entering his own office and working at his desk.
 - SNELL using SWANSON's body camera to search through SWANSON's previous patrol vehicle.
- The body cam data showed uploaded by SNELL and categorized as "recall" (typically used for inactivated camera footage).
- SWANSON viewed this as retaliatory behavior and possibly an attempt to fabricate or find evidence against him.
- He filed three formal complaints, one specifically alleging retaliation.

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WhatsApp Removal Incident

- Following the complaints and SNELL's administrative leave, SWANSON and others were removed from the department's WhatsApp group chat, which is used for internal communications.
- SWANSON was alerted by the Captain and confirmed the removal; the first sergeant was also removed, reinforcing concerns of retaliation.



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INVESTIGATIVE ACTIONS



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Date: Tuesday, July 22, 2025

Location: Reidsville City Police Department

Involved Parties: Investigator PARKER, Capt. MCCOY

Key Actions:

• Capt. MCCOY provided PARKER with an external drive containing Axon Body Worn Camera (BWC) footage from Officer Patrick SWANSON's camera.

• This footage was obtained from the city's Axon system and handed over for review.

Date: Wednesday, July 23, 2025

Action: PARKER reviewed the video footage. Below are the observations and follow-up findings.

BWC Video Review

• Footage Date: 07/16/2025

• Time: 22:47:55

• Device: Axon BC 4, Serial: D01A6813G

• Duration: 5 minutes and 25 seconds

Video Exhibited as: Exhibit #24

Video Observations:

- Assistant Chief Jermaine SNELL is seen handling the BWC.
- SNELL is recorded going into his office.
- The camera appears to be connected to a computer system.
- SNELL is then seen exiting to a vehicle and later re-entering the building.

Download Log Findings

- Download labeled as: "Other"
- BWC Owner: Ofc. Patrick SWANSON
- Downloaded by: Assistant Chief SNELL
- Download Timestamp: July 17, 2025 at 1:12 AM
- Log Evidence: Photograph taken by PARKER Exhibit #25

Printout of BWC Downloads

- A printout of 466 downloads by SNELL was reviewed.
- These downloads pertain to non-incident BWC footage from July 12–17, 2025.
- Chief LYNN previously stated this type of footage is from the camera's constant passive recording, not linked to active incidents.
- Printout is filed as: Exhibit #26

Inspection of Assistant Chief SNELL's Office

- PARKER and MCCOY physically entered SNELL's office.
- Observed: A small, round, black camera mounted on the back wall of the office.
- MCCOY attempted to retrieve the "Print History" from the office computer but was unsuccessful.
- PARKER photographed the exterior of the office to document the lack of signage warning of audio/video surveillance this is **Exhibit #27**.

Final Action Taken

• The unauthorized camera discovered in SNELL's office was seized by Capt. MCCOY for further evaluation.

PARKER obtained the SimpliSafe videos of the Reidsville Police Department which is Exhibit #36

Video Review Summary – 07/17/2025 (Reidsville Police Department)

- 1. 14:42:13 SNELL at Back Door of PD
 - SNELL is seen present at the rear entrance of the police department.
 - Appears stationary or entering via that access point.
- 2. 14:42:30 SNELL Walking Toward Back Door
- 3. 14:45:17 SNELL Goes to a Car Outside PD (In Uniform)
 - Roughly 3 minutes later, SNELL is seen exiting the building.
 - He is in uniform and approaches a vehicle outside the premises.
- 4. 16:59:52 SNELL in Reception Area, Enters Side Door
 - After a two-hour gap, SNELL is now in the front reception area.
 - Enters a side door adjacent to the main double glass doors.
 - Movement indicates potential reentry into private/secured PD areas.
- 5. 17:07:40 SNELL Exits PD, Walks Down Sidewalk
 - Eight minutes after the prior sighting, SNELL exits the PD via the front.
 - Walks away down the sidewalk, possibly indicating the end of duty or a break.

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Phone call between PARKER and Jermaine SNELL on 07/23/2025 at approximately 04:21 PM:

Call Summary

- Caller: Jermaine SNELL (from phone number 912-245-2712)
- Recipient: Investigator PARKER
- Purpose of Call: SNELL informed PARKER that he was scheduled to meet with his attorney on Thursday, 07/24/2025, and inquired about PARKER's availability.

Details of the Conversation

- SNELL initially asked if PARKER would be available to meet tomorrow, following SNELL's meeting with his attorney.
- PARKER replied that he could meet anytime after SNELL's meeting on Thursday.
- SNELL then clarified: "No, it wouldn't be tomorrow."
- PARKER offered to meet anytime the following day, Friday (07/25/2025).
- SNELL responded that he would get back to PARKER to confirm.

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Summary of the communications on Thursday, July 24, 2025, between Assistant Chief Jermaine SNELL and Investigator PARKER:

July 24, 2025 – Communication Log

Date: Thursday, July 24, 2025, 3:37 PM

Text Message

Sender: Assistant Chief Jermaine SNELL

Recipient: Investigator Douglas PARKER

Content: SNELL confirmed that he would meet with PARKER and his attorney at the Tattnall County Extension Office on Monday, July 28, 2025, at 11:00 AM

7:23 PM

Text Message

Sender: SNELL (from phone number 912-245-2712)

Recipient: Investigator PARKER

Content: SNELL informed PARKER that he had not yet heard back from Tori SELDERS, who works for Francis Johnson.

As a result, SNELL stated that he would need to postpone the scheduled July 28th meeting until further notice.

He expressed that he would keep PARKER updated and apologized for any inconvenience caused.

The screenshot is Exhibit #12



REVIEW: REIDSVILLE POLICE DEPARTMENT POLICIES

www.TheGeorgiaVirtue.com subject code of conduct

POLICY NUMBER 3.01

3.01.4 Regulations

- 2. Members will promptly obey any lawful orders of a supervisor. This will include orders relayed from a supervisor by a person of the same or lesser rank or by a duty officer.
- 7. Upon the order of the Chief or any other supervisor, members will truthfully answer all questions that may be asked of them.
- G. General Duties
- 3. Members will show a respectful attitude at all times toward their supervisors and all superior officers.
- 19. No member shall tape or otherwise electronically record or transmit the conversation of any other member of the Department without authorization. The taping of radio traffic at communication centers is authorized. The taping of interviews by persons conducting an official investigation are also authorized. No other taping of conversations or the voices of members of this Department shall be authorized unless all parties to the conversation have given their permission.

SUBJECT: Www.TheGeorgiaVirtue.com

OATH OF OFFICE

POLICY NUMBER 3.02

3.02.3 Procedures

D. Failure to abide by the conditions and standards set forth in this oath will be considered a violation of Policy #3.01 - Code of Conduct and will result in disciplinary action, up to and including termination of employment.

SUBJECT:

DISCIPLINE

POLICY NUMBER 8.01

8.01.4 Procedures

- 2. Adverse Actions -- Classified Employees
- a. Adverse Actions (suspension without pay, disciplinary salary reduction, demotion and termination or dismissal) may be imposed only bythe Chief of Police. The Chief of Police may propose an adverse action against an employee holding permanent status in the Classified Service in accordance with the procedure set forth below:
- 1) The Chief of Police initiates the action by proposing the adverse personnel action with charges against the employee. The proposed action with charges must be in writing and, except in emergency circumstances, must be given to the employee at least fifteen days before the effective date of the action.
- 2) Before proposing an adverse action, the Chief of Police should confer with the Director of Human Resources and the City Attorney or their designees.
- 3) Copies of any proposed adverse action shall be forwarded to the Chief, , the Director of Human Resources and the City Attorney.
- 6. Emergency Adverse Actions

- a. With the approval of the Chief of Police, a supervisor may take immediate final adverse action. The approval may be verbal, but should be reduced to writing by the Chief of Police as soon as practical. Failure to place the approval in writing will not invalidate the action.
- 1) Emergency situations
- a) It is likely that the employee has committed a felony or other crime involving moral turpitude;
- b) The retention of the employee in active duty status may result in damage to property or may be disruptive, detrimental or injurious to the employee, fellow workers, and persons under the employee's charge or the public; or
- c) Immediate dismissal is required by law.

SUBJECT:

COMPLAINTS

POLICY NUMBER 8.02

8.02.3 Filing A Complaint

2. When filing a complaint against another member of the department, employees shall adhere to the RPD chain of command and submit the complaint to their direct supervisor. If the employee feels that, due to the nature of the complaint, they cannot adhere to the proper chain of command, the complaint shall be forwarded to the next appropriate level of command. The complainant must be able to satisfactorily articulate why there exists the need to file a complaint outside the normal chain of command.

8.02.5 Classification Of Complaints

Complaints against department employees may be investigated administratively by the accused employee's chain of command or as an internal affairs investigation Complaints and supporting documentation received by the Chief of Police shall be reviewed for accuracy and completeness.

B. Internal affairs investigations are inquiries into complaints of employee misconduct. The Chief of Police, or agency selected, shall conduct internal affairs investigations. Internal affairs investigations shall be conducted when the alleged misconduct includes, but is not limited to, the following:



FINDINGS



I. Chain of Command Violation (Exhibit #3)

- Incident: Assistant Chief SNELL attempted to unilaterally terminate an officer without authorization from Chief Matt LYNN.
- Date: July 16, 2025

- Violation: Breach of Section 8(c) Only the Mayor or department head may initiate disciplinary action.
- Context: The attempt occurred during a meeting at City Hall in the presence of both the Mayor and Chief.
- Supporting Evidence:
 - Memo from Mayor NAIL July 17, 2025 (Exhibit# 19)
 - Letter from Chief LYNN to SNELL Re: Policy Violations/Misconduct July 17, 2025 (Exhibit #11)
 - o Statements:
 - Chief LYNN explain SWANSON Incident (Exhibit #7)
 - Mayor NAIL explaining the events 0n 07/17/2025 (Exhibit #10)

Dereliction of Assigned Duties

- Violation of Section 8(d)(9) Failure to perform assigned duties.
- Incident: SNELL refused to manage the evidence room, a duty assigned to SNELL by the Chief
- Implication: Administrative failure and disruption of operational integrity.

II. Unauthorized Termination Attempt

- Violation of Section 8.830 (Pre-Termination Hearing Requirement):
 - SNELL did not provide formal notice or follow due process before attempting to terminate an officer.
 - Acted without proper authority as only the Mayor or Chief may initiate termination.

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III. Misuse of Equipment and Unauthorized Internal Investigation

- Incident: SNELL confiscated Officer SWANSON's Body Worn Camera (BWC) without approval.
- Dates:

- o BWC downloaded: July 16, 2025, 10:58 PM July 17, 2025, 11:19 AM
- Total: 47 videos (883 minutes, 789 seconds)
- Violations:
 - o PD Policy 12.02 & 8.02 Conducted an unauthorized investigation.
 - Accessed personal videos not linked to complaints or investigations.
 - Refused to return the BWC, putting officer safety at risk.

Supporting Evidence:

- Written Complaint by SWANSON (Exhibit #8)
- Letter from Chief LYNN explaining SNELL notification and SNELL in possession of SWANSON's BWC – July 18, 2025 (Exhibit #9)
- SWANSON's Statement (Exhibit #13)
- Written Notice to PD employees Admin leave (Exhibit #14)

IV. Obstruction and Non-Cooperation

- Violation of PD Policy 8.02.6 c1 Obligation to cooperate with investigations.
- Timeline:
 - July 21, 2025: Text from Chief requesting cooperation for internal interview on July 22.
 - o July 24, 2025: SNELL texted to reschedule citing attorney availability.
 - o July 25, 2025: Chief rescheduled for July 30, 2025.
 - July 30, 2025: Chief texted SNELL who provided no ETA or reply. PARKER was located at the Magnolia Room from 10:15 am to 11:15; SNELL did not show up for the interview.
- Screenshot of Chief's texts to SNELL are Exhibit #12
- SNELL entering the police department after being notified that he was on administrative leave and was not to come to the police department other than as a citizen filing a complaint.

V. Financial Misconduct

- Incident: SNELL failed to cover a shift as instructed on July 1, 2025.
- Consequence: Overtime expenses incurred by using non-exempt officers.

- Supporting Documentation:
 - Letter from Chief Lynn (Exhibit #5)

VI. Justification for Administrative Leave

- Policy Cited: Section 8(g) Allows Mayor to impose suspension with pay pending investigation.
- Action Taken:
 - o July 17, 2025: SNELL placed on administrative leave.
 - Communication Timeline:
 - 2:16 PM Chief texts SNELL to report to office.
 - 2:30 PM Official leave notification and property return.
 - Internal memo issued to all employees (Exhibit #14).

VII. Police Department Security

• Snell's office window unsecure. **NOTE: Of the provided polices and procedures,** this area of security of equipment within the police department is not addressed.

VIII. Possible Violation of Privacy and Illegal Audio Recording

• A wall mounted recorder was found in the office of SNELL and was seized. **NOTE:** The device should be researched to determine if the device has the capability of recording voice. **NOTE:** A consultation with the county attorney should be conducted to determine if a violation has occurred after determining the capabilities of the device.

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Exhibits



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Disciplinary History & Prior Conduct

 Exhibit #1 – Employee Notice of Discipline (Re: 02/22/2023 insubordination to Chief Stacey WILDES)

- Exhibit #2 Disciplinary Report (Re: 02/10/2023 calls for service issues)
- Exhibit #4 Disciplinary Report (Re: 02/22/2023 insubordination)
- Exhibit #6 Employee Notice of Discipline (Re: 02/10/2023 performance)

Recent Incidents Involving SNELL

- Exhibit #3 Reidsville City Policy: Chain of Command
- Exhibit #5 Letter from Chief LYNN to SNELL (Re: July 1, 2025, shift coverage and overtime misuse)
- Exhibit #7 Statement from Chief LYNN (Re: events July 15–17, 2025)
- Exhibit #8 Written Complaint from Officer SWANSON (Re: BWC misuse)
- Exhibit #9 Letter from Chief LYNN, July 18, 2025 (Re: BWC incident and investigation violation)
- Exhibit #10 Statement from Mayor NAIL (Re: July 16, 2025, meeting and SNELL's attempted termination action)
- Exhibit #11 Letter of Formal Reprimand from Chief LYNN to SNELL, July 17, 2025
- Exhibit #12 Screenshot Texts PARKER and SNELL
- Exhibit #13 SWANSON Statement (Re: Locked keys and missing BWC for shift)
- Exhibit #14 Written Notice to all employees: SNELL placed on administrative leave
- Exhibit #15 RPD Policy 12.02: Body Worn Camera System
- Exhibit #16 City of Reidsville Policy Section 8, Discipline 8.810
- Exhibit #17 Intentionally Left Blank
- Exhibit #18 Intentionally Left Blank
- Exhibit #19- Memo from Mayor NAIL July 17, 2025
- Exhibit #20- CV & Fee Schedule
- Exhibit #21- Email Approval from Mayor
- Exhibit #22- PARKER Affidavit
- Exhibit # 23- Audio Interview Karen JOHNSON
- Exhibit #24- BWC Video from SWANSON'S
- Exhibit #25- Screenshot Download Log SWANSON
- Exhibit #26- Printout All BWC SWANSON Downloads
- Exhibit #27- Exterior of SNELL's Office
- Exhibit #28- Transcript interview with Officer SWANSON

- Exhibit #29- Garrity Form
- Exhibit #30- Audio Interview with SNELL
- Exhibit #31- Audio Interview with C MCCOY
- Exhibit #32- Transcripts Interview with KRAUS
- Exhibit #33- Audio Interview with LYNN
- Exhibit #34- Transcripts of Interview with WILLIAMS
- Exhibit #35- Written statement of KRAUS
- Exhibit #36- SimpliSafe Video of SNELL at PD



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J. Douglas Parker

07/31/2025

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