

To: Deputy M Cowdrey

From: Sgt Wilson


This verbal reprimand is to document several incidents that involve Deputy M. Cowdrey's performance at work. Sgt Wilson has been operating his shift with a vacancy due to one of his assigned employees being out on sick leave. This vacancy was initially filled by Sgt P Paquette, who himself, had worked multiple night shifts with Wilson to cover the vacancy and ensure the position was covered. Sgt Paquette had even informed Sgt Wilson that Deputy Cowdrey would be assigned to cover the shift until the assigned Deputy returned to work.

On Wednesday, January the 5<sup>th</sup>, Sgt Wilson informed Deputy Cowdrey that he would be responsible for transporting an inmate to Baldwin State Prison. Deputy Cowdrey informed Sgt Wilson that he would not be able to do so, that he had a K9 in his vehicle and cannot transport. Sgt Wilson later spoke with Sgt Paquette and was informed that the K9 unit has climate-controlled kennels at the Sheriff's Office. Sgt Paquette advised that Deputy Cowdrey could place his K9 in the kennel and could transport using a spare vehicle as instructed. Sgt Paquette informed Sgt Wilson that many times in the past, K9 Deputies have transported prisoners when the need arises. Deputy Cowdrey himself, has transported inmates in the past utilizing the kennels and a spare vehicle.

On 01/10/2022 at approximately 2353 hours Sgt Wilson again informed Deputy Cowdrey that he would be responsible for transporting an inmate to Baldwin State Prison. Deputy Cowdrey called Wilson at approximately 2357 hours and informed Sgt Wilson that he was not feeling well and that he wanted to go home. Sgt Wilson informed Cowdrey he could go ahead and leave. Sgt Wilson was then informed by Cowdrey that he would just hang out and park his vehicle in the event that calls for service came out. Wilson again

instructed Cowdrey that if he was not well, he could leave and go home. Cowdrey stayed for several hours after this conversation and around 0200 hours Sgt Wilson received a phone call from Cowdrey who stated that he was leaving due to feeling unwell.

Sgt Wilson has noted that Deputy Cowdrey has shown a dislike for patrol functions and a dislike for assignments given to him when he is assigned to patrol. Sgt Paquette has expressed that his unit will support patrol's needs for covering patrol shifts, working courthouse functions and responding to last minute callouts when the agency is in need due to lack of manpower or an emergency. Sgt Wilson believes that Deputy Cowdrey can be a great asset to the agency, but due to his attitude towards patrol and the statements being made about having to work patrol, it affects the morale of other patrol Deputies. Patrol is very important to the citizens of Greene County and is the backbone of the agency.



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Sgt Wilson



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Deputy Cowdrey

T. Moore 47

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Lt Moore



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Captain Harland

March 4, 2021

TO: Deputy Matthew Cowdrey

FROM: Sgt. Paquette

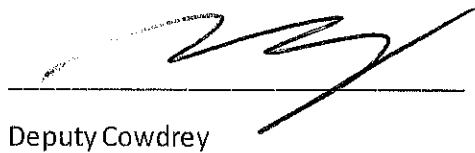
RE: Written Reprimand

Deputy Cowdrey,

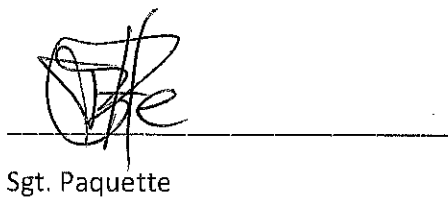
On March 2<sup>nd</sup> 2021, you were involved in a single vehicle crash in your patrol vehicle. The crash involved you striking the cable barrier system as you were turning around in the median. Since this crash, you and I have spoken about how it happened and the importance of situational awareness.

Policy 1.22 Assigned Vehicle/Vehicle Responsibility:

Under this policy it states that deputies shall at all times drive the vehicle with reasonable care in order to maintain it at the highest degree of operating efficiency. It is important that while driving your issued patrol vehicle, you follow departmental policies at all times. This written reprimand will serve as a reminder of the policy and any further violations of this policy will result in further disciplinary action.



Deputy Cowdrey



Sgt. Paquette



# Greene County Sheriff's Office

*Sheriff Donnie A. Harrison, Jr.*

To: Matt Cowdrey

From: Capt. Harland

Ref: Suspension

Date: 8/5/2021

On August 4<sup>th</sup>, 2021, you were involved in a at fault crash. Just five months ago, on March 2<sup>nd</sup>, 2021, you were involved in a at fault crash. In the written reprimand you received in March, it was explained to you further at fault crashes would have disciplinary actions. It is your responsibility to use due regard while driving a county vehicle. Due to your actions On August 4<sup>th</sup>, you will be suspended without pay for two days. Those days are August 9<sup>th</sup>, 2021, and August 10<sup>th</sup>,2021. You will also be sent to EVOC upon availability. In the future, drive safe and use due care.

A handwritten signature in black ink, appearing to read "Matt Cowdrey", written over a horizontal line.

Matt Cowdrey

A handwritten signature in black ink, appearing to read "Sgt. Paquette", written over a horizontal line.

Sgt. Paquette

A handwritten signature in blue ink, appearing to read "D. Harland", written over a horizontal line.

Capt. Harland

1201 Kevin Roberts Way  
Greensboro, GA 30642

Phone: (706) 453-3351

Fax: (706) 453-2874

[www.greeneso.org](http://www.greeneso.org)

D/S M. Cowdrey

Joshua Wilson <jwilson@greeneso.org>

Thu 3/31/2022 3:43 AM

To: Patrick Paquette <ppaquette@greeneso.org>

Sgt Paquette,

This email is to inform you about an incident that occurred involving Deputy Cowdrey. Deputy Cowdrey required a unit to his location on I-20 in reference to a subject with warrants. I, being the shift supervisor, informed Dispatch that I would be en-route to his location, along with a transport unit to assist. Upon arrival, I stood back and allowed Deputy Cowdrey to conduct his traffic stop while Deputy Yourchak maintained control of the passenger. After some time, dispatch advised Deputy Cowdrey that the warrant was valid and the subject had a hold placed on her by the jurisdiction with the active warrant. I observed that several minutes passed from the time that the hold was placed and noted that the wanted female was walking around the car and allowed to go inside the vehicle and obtain a phone to make a phone call. I then spoke with Deputy Cowdrey to find out what was going on. Deputy Cowdrey informed me that he was allowing the wanted subject to contact her insurance company and obtain insurance for her vehicle, so that the passenger could drive from the scene. I knew that this was not common and stepped back to my patrol car and contacted you via cell phone. I contacted you to ensure that this was not an order that had been given from you to your Deputy and ensure the safe and orderly arrest of the wanted subject. You informed me that you would handle this situation and you then instructed Deputy Cowdrey to tow the vehicle and placed the wanted subject under arrest. I stood by with Deputy Cowdrey to further assist him and transported the passenger to a local hotel to get her safely off the highway. Deputy Yourchak assisted by taking Deputy Cowdrey's arrestee to the Greene County Jail.

After dropping the passenger off at the Tru Hotel, I went back into service on the radio and received a phone call from Deputy Cowdrey. I then spoke with Cowdrey and asked him what was going on and he stated "I don't know, you tell me." Sgt Wilson was uncertain at the statement made by Cowdrey and he further went on to question why he had called Sgt Paquette. I explained to Deputy Cowdrey that he had contacted you due to the fact that you are his immediate supervisor and to ensure that you had not given an order to not tow the vehicle. Deputy Cowdrey stated that "if that's the game you want to play then I will just call for someone else the next time I need a unit." I informed Deputy Cowdrey that although you were his immediate supervisor, I was the shift supervisor and all requests for any of his Deputies go through him and the call was ended.

Sgt Paquette, you have an outstanding unit and routinely assist patrol in any request that is made. I am sending this email to you to outline some serious concerns that I have about Deputy Cowdrey's statements to me. I have made it clear to the Deputies assigned to me that we will assist and respond to any request from you and your unit. Deputy Cowdrey has shown a major lack of respect for myself as a supervisor and even questioned the actions taken by me to ensure a safe and effective arrest was made.

Sergeant Joshua Wilson  
Uniformed Patrol  
Greene County Sheriff's Office  
1201 Kevin Roberts Way  
Greensboro GA, 30642  
706.453.3351  
Jwilson@greeneso.org

March 31, 2022

TO: Deputy Matt Cowdrey

FROM: Sgt. Patrick Paquette

RE: Duty Regarding Respect of Fellow Employees, Insubordination

On 03/31/2022, you conducted a traffic stop on I-20 for a traffic violation. It was determined during the stop that the vehicle did not have any insurance and the owner/driver of the vehicle had a warrant for her arrest out of Cobb County. I asked Sgt. Wilson to send a unit to your location for back-up and also possibly for a transport to jail. Sgt. Wilson sent Deputy Yourchak and also advised he would be in route. Sgt. Wilson arrived on scene and after several minutes of observation, he wanted clarification on what was going on. This was after dispatch had confirmed the warrant was valid and Cobb County did want a hold placed on the subject. Sgt. Wilson asked you what was going on and you advised him that you were allowing a wanted subject to make a phone call to purchase vehicle insurance. Sgt. Wilson then walked to his patrol vehicle and called me to clarify whether this was a common practice we do allowing people to buy vehicle insurance roadside before being arrested. I then called you and advised you to have the subject end that phone call, place her under arrest, and call the next list tow truck.

I then heard over the radio Deputy Yourchak go in route to the jail with the subject. You then called my cell phone asking me if Sgt. Wilson called me to "tell on" you. My reply to you was Sgt. Wilson called me in a supervisory capacity and that you needed to "let it go". It was a short conversation between you and I, but I specifically remember telling you several times to "let it go" with Sgt. Wilson. You then chose to call Sgt. Wilson and question him as to why he had called me. Sgt. Wilson sent me an email detailing the cell phone conversation and his feeling of your disrespect for his authority as the road patrol supervisor. I have attached a copy of the email to this paperwork.

Matt, you are a valuable asset as a Deputy on the K-9/Criminal Interdiction Unit here at the Greene County Sheriff's Office. But as the leader of this unit, I will not tolerate the kind of behavior that you demonstrated in this incident. It is a violation of several policies and more importantly, it is not a representation of what we stand for. I expect that we support and assist everyone in this agency and treat everybody with respect. Under policy 1.6 Rules and Regulations, #2 Insubordination and #8 Duty Regarding Respect of Fellow Employees you violated both of these at a minimum. As your superior, I gave you a lawful order to "let it go" regarding your issue with Sgt. Wilson and you disregarded my order and called him. You then failed to treat a superior with respect during your conversation with Sgt. Wilson. I am forwarding this write-up to Captain Harland for review and disciplinary action.

Please govern yourself accordingly in the future,

Sgt. Paquette



Deputy Cowdrey



To: Deputy Cowdrey  
From: Lt. Reeves  
Date: 12/19/2022  
CC: Lt. Paquette, Capt. Harland, Chief Campbell,

**1.6 Rules and Regulations- 2. Insubordination 61. Conduct Unbecoming**

On December 15, 2022 Lt. Reeves and Sgt. Wilson assisted Deputy Cowdrey with a damage to vehicle call that resulted in Sgt Wilson locating and arresting the offender. During the duration of the call Lt Reeves noted that Deputy Cowdrey would not communicate with Sgt Wilson and would instead call him on the radio. It should be noted that Reeves was assisting Wilson who was the primary point of contact while dealing with the offender. After the offender was arrested, Deputy Cowdrey then proceeded to ask me to call him on the phone, and never once consulted with Sgt Wilson about the details of the case, or inform him what charges needed to be made on the affidavit. In addition to the above cited policy on conduct, Deputy Cowdrey failed to comply with the Chain of Command by purposefully refusing to communicate with Sgt Wilson. Deputy Cowdrey's behavior towards Sgt. Wilson has come to the point that it is concerning and inappropriate.

Lt. Reeves believes that Deputy Cowdrey is a good K9 deputy and has a great supervisor he can learn from. However, his attitude could ultimately be his downfall at this agency. Coming from the patrol aspect of it, Reeves suggests that Deputy Cowdrey be reassigned to patrol due to the staff shortage. The intent is to allow Deputy Cowdrey to build a relationship with other supervisors and deputies and better himself for the agency.

**2. Insubordination - Insubordination, which shall include, but is not necessarily limited to any failure or deliberate refusal to obey a lawful order given by a superior, or any disrespectful, mutinous, insolent, or abusive language or action toward a superior whether in or out of the presence of the superior, is prohibited.**

**61. Conduct Unbecoming (On/Off Duty Conduct) - Engaging in conduct on or off duty which adversely affects the efficiency of the Greene County Sheriff's Office, and has a tendency to destroy public respect for the employee and the Greene County Sheriff's Office, or destroys confidence in the operation of the city/county service is conduct unbecoming and is prohibited.**

Deputy Cowdrey \_\_\_\_\_  


Lt. Reeves \_\_\_\_\_  


Lt. Paquette \_\_\_\_\_

Captain Harland \_\_\_\_\_  


Chief Campbell \_\_\_\_\_

March 28, 2022

TO: Deputy Matt Cowdrey

FROM: Sgt. Patrick Paquette

RE: Failure to Report to an Off Duty Assignment

On March 26, 2022, you were assigned to work an off-duty detail at the Nathaniel Greene School. This detail was a traffic assignment for their 5K race through the streets of Siloam. Your report time was 0800 and the race started at 0900. You failed to report as assigned and this could have been an issue for participants safety.

Off-duty assignments are just as important as regular duty assignments and should be treated that way. I expect this to be an isolated incident and I am satisfied with the verbal counseling I gave you.

Please govern yourself accordingly in the future,

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Cc:

Capt. Harland



To: Deputy Sierra and Deputy Cowdrey

From: Lt. Paquette

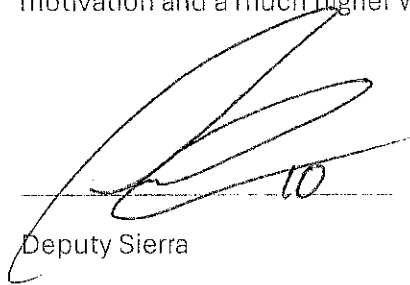
Ref: Work Performance

Date: 11/13/2024

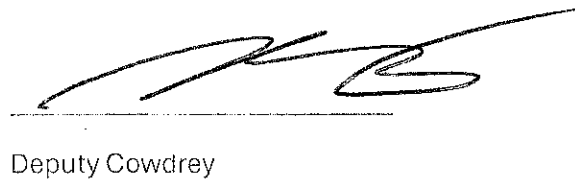
On the above date Chief Campbell had a meeting with the K-9 team about their work performance. Chief Campbell discussed his dissatisfaction with the lack of cases being made and the lack of traffic stops. He also discussed the attitudes when asked to work patrol or the courthouse.

Chief Campbell ended the meeting with the possibility of reassignment to patrol.

In the future, while assigned to the interdiction unit Chief Campbell expects good attitudes, motivation and a much higher work performance.



Deputy Sierra



Deputy Cowdrey



Lt. Paquette



Chief Deputy Campbell