



OFFICE OF THE DISTRICT ATTORNEY GENERAL
10TH Judicial District
93 North Ocoee Street, P. O. Box 1351
CLEVELAND, TN 37311
Phone: 423-472-2179
Fax: 472-479-4434

Finding: Crime Scene Technician Jeff Griggs
Case #: IA# C-15-01-DA

In regards to the events of February 28, 2015, Officer Jeff Griggs was arrested for one count of domestic assault, but the charge was subsequently dismissed. In the Internal Affairs Investigation, it was determined the "bite marks" to Cindy Griggs' fingers were likely the result of her unintentional slip when wrestling for control of the memory card and hitting Officer Griggs in the lip and tooth. Although the reported reason for Captain Maddux and Mrs. Griggs' meeting was to discuss domestic abuse from Officer Griggs, no allegations of abuse, other than the "bite marks," have been reported by Mrs. Griggs. Therefore, Officer Griggs has not violated any Cleveland Police Department policies as relate to domestic abuse.


The Order of Protection against Officer Griggs that was obtained by Cindy Griggs was changed to a mutual restraining order. A restraining order does not prohibit the one restrained from possessing or carrying a firearm. Therefore, Officer Griggs is able to carry a firearm, which is required to be a Police Officer.


On March 03, 2015, Officer Griggs was arrested for violating the Order of Protection by being at his residence when the Order said he was not to be. Under policy 2-A/H "Code of Ethics" Subsection 2-E "Obeying Laws," the policy states, "Members shall obey all laws of the United States and of any state and local jurisdiction in which the member is present. Conviction of a criminal offense (felony) or of a misdemeanor involving moral turpitude shall be prima facia evidence of a violation of these rules and regulations. (CLASS A Violation)." However, the charge of violating the Order of Protection was dismissed by Judge Sharp. Therefore, Officer Griggs was not convicted of violating the Order of Protection.

On March 13, 2015, Officer Griggs was interviewed for the Internal Affairs investigation. His attorney, Jimmie Logan, was present. During the course of the interview, Investigator Rockholt asked Officer Griggs about his being able to locate Cindy Griggs and Captain Maddux, and whether he used a tracking device or not. Officer Griggs stated he just drove around and found Mrs. Griggs car, but would not answer whether he used a tracking device or not. Investigator Rockholt made it clear to Officer Griggs he was not answering the question concerning the tracking device. Mr. Logan asked that the interview continue without the question being answered. Officer Griggs never answered whether he used a tracking device or not.

During the interview, Officer Griggs stated he was in front of 156 Main Street when he asked Wes Davis to check the address for him. Yet, Officer Griggs' cellphone pinged to the Ocoee, TN cell tower, which is close to his house. When speaking with Mr. Davis, it was obvious that Officer Griggs was not viewing the location he was inquiring about. He said 156 Main Street could be a residence or a business. It is obvious when on scene, 156 Main Street is a residence and 146 Main Street is a business. Officer Griggs also told Lieutenant Tyson on the way to Calhoun he believed Mrs. Griggs was in Charleston. He knew that before he arrived apparently because he was using a tracking device. Because Officer Griggs was untruthful in his interview, he violated Policy 04-A/LL "General Rules and Regulations" Subsection 4-HH "Members must speak the truth at all times. In cases where departmental policy does not allow the divulging of all facts known, members should inform the other party of such and refer them to the member's immediate supervisor. Any employee found to lie at anytime will be dealt with strongly.

This department will not tolerate any form of lying, and if an employee is found to lie he/she will receive discipline up to and including termination. This section shall not apply to Undercover Operations and Case Investigations wherein untruthfulness would be deemed a professionally acceptable practice. (Violation of this policy is a Class A violation)."

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Investigator Calvin Rockholt

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Detective Cody Hinson



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Finding: Captain Dennis Maddux
IA#: C-15-01-DA

On February 28, 2015, Captain Dennis Maddux was the Interim Chief of Police of the Cleveland Police Department. He was to be named the official Chief of Police the following day. He was contacted on 02-28-2015 by Cindy Griggs, who is an employee Cleveland Utilities and married to fellow Police Officer Jeff Griggs. According to Captain Maddux and Mrs. Griggs, they were to meet in Calhoun, TN so Mrs. Griggs could discuss bruising that was allegedly the result of domestic abuse from Officer Griggs. It was later discovered that Captain Maddux and Mrs. Griggs had been involved in an extra-marital affair and had had sex approximately four times in Captain Maddux's personal vehicle. On 02-28-2015, Officer Griggs located Captain Maddux and Mrs. Griggs and began taking pictures of them hugging and possibly kissing in a vehicle Captain Maddux had borrowed from a friend. When Captain Maddux, who was driving the vehicle, realized Officer Griggs had discovered their meeting, he sped off in the vehicle with Mrs. Griggs. They travelled approximately 100-200 yards up the street and Captain Maddux stopped the vehicle. By his own admission, he told Mrs. Griggs she would have to deal with Officer Griggs. She got out of the vehicle and Captain Maddux left the scene. After he left the scene, he called Officer Griggs and requested a meeting. Officer Griggs agreed and they met at Love's Truck Stop. Officer Griggs got in Captain Maddux's vehicle and they went back to Mrs. Griggs' vehicle at Officer Griggs' request. When they arrived at her vehicle, they spoke with Mrs. Griggs' father, Steve Burgess. While speaking to Mr. Burgess, Captain Maddux stated in his interview he observed two McMinn County Deputies pull into the house beside where he had let Mrs. Griggs out. Captain Maddux and Officer Griggs left the scene without speaking to the Deputies. Mr. Burgess went to speak with them. Officer Griggs called Mr. Burgess a few minutes later. Mr. Burgess told Officer Griggs Mrs. Griggs had bite marks. By his own admission, Captain Maddux was aware that Mrs. Griggs had injuries that were caused by Officer Griggs, yet he still did not go back to speak with the Deputies. He took Officer Griggs back to his vehicle. Captain Maddux told Officer Griggs he was going to see the City Manager, Janice Casteel. Officer Griggs expressed an interest in also speaking with Mrs. Casteel, but Captain Maddux refused. According to Captain Maddux, he told Officer Griggs to go back to the scene.

Captain Maddux went to Mrs. Casteel's home to tell her of the incident that had transpired in Calhoun. He stayed approximately thirty minutes and discussed what had happened. By his own admission, Captain Maddux never told Mrs. Casteel he and Mrs. Griggs were having an affair because "she never asked." According to Mrs. Casteel, Captain Maddux denied ever having an affair with Mrs. Griggs. In her statement, she said Captain Maddux said he only ever hugged Mrs. Griggs. After Captain Maddux told Mrs. Casteel his side of the story, she asked Officer Maddux to always wear a bulletproof vest because she feared Officer Griggs

might become desperate. She also sent a text to the Cleveland City Council to inform them of the incident. In the text, she said Captain Maddux had said he and Mrs. Griggs were only friends.

After Captain Maddux left Mrs. Casteel's home, and over the next few days, he told his side of the story to many different people, many of whom were interviewed for this investigation. In those interviews, it was consistently reported that Captain Maddux said he met Mrs. Griggs so she could show him bruising that Officer Griggs left on her.

On Monday (03-02-2015), Captain Maddux met with McMinn County Detectives to give a statement about the incident that occurred two days prior. In the statement, Captain Maddux appeared to have trouble explaining why he had not spoken with the McMinn County Deputies or called 911 when he was aware Officer Griggs had injured Mrs. Griggs. His answers were confusing and hard to understand.

In Captain Maddux's interview for this investigation, which was sixteen days after the incident in Calhoun, he said the reason for the meet was "just to meet." He said he observed some bruising on Mrs. Griggs, but she never mentioned any abuse. He could not remember anything that was discussed between him and Mrs. Griggs. It was just "general conversation."

When asked if he had told Janice Casteel about his affair with Mrs. Griggs when he was informing her of the incident, he said no. He said, "Without inquiry, it's hard to admit that you're having an affair."

Under Policy 02-AH "Code of Ethics" Subsection 2-B Part A, the policy says, "They will tell the truth, the whole truth, and nothing but the truth. Any resort to half-truths or evasions will result in irreparable damage to their reputation, and destroy public and official confidence in the entire department."

Under Policy 04-A/LL "General Rules and Regulations" Subsection 4-HH "Truthfulness", the policy says, "Members must speak the truth at all times. In cases where departmental policy does not allow the divulging of all facts known, members should inform the other party of such and refer them to the member's immediate supervisor. Any employee found to lie at anytime will be dealt with strongly.

This department will not tolerate any form of lying, and if an employee is found to lie he/she will receive discipline up to and including termination. This section shall not apply to Undercover Operations and Case Investigations wherein untruthfulness would be deemed a professionally acceptable practice. (Violation of this policy is a Class A violation)."

The Cleveland Police Department's Policy Manual emphasizes the importance of honesty, character, and integrity. Untruthfulness cannot and should not be tolerated in the profession of law enforcement, especially by the leader of a Police Department.

Captain Maddux initiated the meeting with Mrs. Casteel, who is his immediate supervisor, to inform her of the incident in Calhoun. Yet, by his own admission, he withheld information -his having sex with a subordinate and fellow Officer's wife- despite it being the catalyst that sparked the events to transpire. Captain Maddux allowed Mrs. Casteel to think Officer Griggs had overreacted to his relationship with Officer Griggs' wife to the point that Mrs. Casteel felt Officer Griggs might try to kill Captain Maddux. At no time did Captain Maddux show any remorse for having sex with another Officer's wife, which he said in his interview, was not the first time. He had an affair with another Officer's wife in 2001.

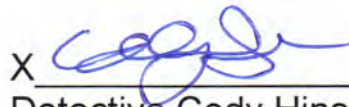
The fact that Captain Maddux and Cindy Griggs had an affair is not, in and of itself, against the Cleveland Police Department's Policy Manual. No evidence was found that Captain Maddux and Cindy Griggs had sex while either was working or in a department vehicle. From all indications, the affair was outside the bounds of working for the City of Cleveland. The reaction and response of the discovery of their affair speaks volumes unto their character and integrity. At no time did Captain Maddux express shame for his actions against Officer Griggs and his family. Captain Maddux's reaction to the discovery of the affair was to leave Cindy Griggs alone with Jeff Griggs, whom he admitted he was concerned was abusing Cindy Griggs.

Captain Maddux expressed his concern to several people after the affair was discovered that he had been having concerns about Mrs. Griggs being abused by Officer Griggs and this was the purpose for the meeting in Calhoun. Yet, there was no documentation or reports of domestic abuse between Officer Griggs and Mrs. Griggs. Captain Maddux violated several policies of the Cleveland Police Department's Domestic Abuse Section by not reporting suspected domestic abuse and also leaving the victim alone with the alleged perpetrator.

Either Captain Maddux and Cindy Griggs were untruthful in the reason for the meeting or Captain Maddux was untruthful in his interview with Investigator Rockholt and Detective Hinson. In his statement, he said they just met and there was no discussion of abuse.

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Investigator Calvin Rockholt

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Detective Cody Hinson



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Finding: Crime Scene Technician Shane Clark
Case #: IA# C-15-01-DA

On February 28, 2015, Officer Clark was contacted by Officer Jeff Griggs. Officer Griggs asked that Officer Clark meet him after the incident in Calhoun had occurred. Officer Clark was unable to locate Officer Griggs that day. Officer Clark had made contact with Lieutenant Steve Tyson, whom Officer Griggs had also called. Lieutenant Tyson is Officer Clark's immediate supervisor and was aware of the situation.

On March 3, 2015, Officer Griggs had asked Lieutenant Tyson and Officer Clark to come by his home (750 Chestuee Road) after they got off work. There was no evidence found that suggested Officer Clark or Lieutenant Tyson was aware of the stipulation in the Order of Protection that Officer Griggs was not supposed to be at his own residence. There was no evidence found that suggested they interfered in the investigation of Bradley County Sheriff's Deputies investigating the violation of the Order of Protection. Because Lieutenant Tyson was Officer Clark's supervisor and with him at the time, Officer Clark's immediate supervisor was aware of the incident.

During the Internal Affairs Investigation conducted by Investigator Rockholt and Detective Hinson, no evidence was found that Officer Shane Clark violated any Cleveland Police Department policies.

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Investigator Calvin Rockholt

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A blue ink signature of Cody Hinson, written over a horizontal line.

Detective Cody Hinson



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Finding: Lieutenant Steve Tyson
Case #: IA# C-15-01-DA

On February 28, 2015, Lieutenant Steve Tyson was contacted by Officer Jeff Griggs. Officer Jeff Griggs asked that Lieutenant Tyson meet with him after the incident occurred in Calhoun, TN. Lieutenant Tyson met Officer Shane Clark and they both attempted to find Officer Griggs, but were unsuccessful. Lieutenant Tyson spoke with Captain Maddux several times the afternoon of 02-28-2015.

At the time of the incident, Captain Maddux was a Captain who was appointed interim Chief. In the City of Cleveland's position description of a Criminal Investigation Division (CID) Lieutenant, it states a CID Lieutenant reports to a Police Captain, but does not specify which Police Captain. In Cleveland Police Department Policy 06-A "Organization," the CID Lieutenant reports directly to the Operations Bureau Captain, who was Mark Gibson at the time. Captain Gibson and Captain Maddux had spoken of the incident in Calhoun by phone and Captain Gibson was aware of the situation. Lieutenant Tyson and Officer Clark never made contact with Officer Griggs on 02-28-2015 and therefore had no first-hand knowledge of the situation. Lieutenant Tyson did speak with Captain Maddux about the situation. Lieutenant Tyson did not contact Captain Gibson about Officer Griggs' request to meet, but no evidence was discovered that suggested Lieutenant Tyson violated any Cleveland Police Department policies on 02-28-2015.

On March 03, 2015, Lieutenant Tyson was asked by Officer Griggs, along with Officer Shane Clark, to visit him after they got off work. There was no evidence that suggested Officer Clark or Lieutenant Tyson were aware of the stipulation in the Order of Protection against Officer Griggs that prohibited him from being at his own residence until it was made known to them by Bradley County Deputies. There was no evidence that Lieutenant Tyson or Officer Clark interfered with the Bradley County Deputies' investigation into the violation of the Order of Protection.

Lieutenant Tyson and Officer Clark were both aware of the fact that Officer Griggs was going to be arrested for the violation of the Order of Protection. They left before Officer Griggs was actually put in custody, but they knew he was to be arrested. Lieutenant Tyson is the direct supervisor of Officer Clark. Because Lieutenant Tyson was present, Officer Clark's supervisor was notified; albeit involved in the situation. According to Cleveland Police Department policy, Officer Clark's obligation to report the incident to his immediate supervisor was met.

Lieutenant Tyson's immediate supervisor at the time was Captain Mark Gibson. Lieutenant Tyson, by his own admission, did not notify Captain Gibson that Officer Griggs had been arrested for the violation of Order of Protection. Lieutenant Tyson also did not speak with Captain Maddux about Officer Griggs being arrested, as had been the case on 02-28-2015.

Under Cleveland Police Department General Order number 06-A "Organization," Section Three states, "Supervisory personnel within the ranks of the department are accountable for the activities of employees under their immediate control." Under Section Five Subsection B of the same policy, "All Criminal Investigations Division personnel will report to one of the Lieutenants who is under the direct command of the Operations Captain."

Under policy 04-A/LL "General Rules and Regulations," Subsection 4-F states, "Members of the department shall report violations of the rules or orders of the department committed by members of the Department to their immediate supervisor. Members of the department who fail to report violations of

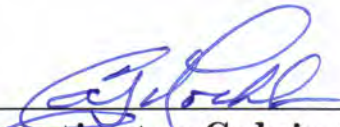
which they are aware shall be subject to disciplinary action equal to the degree of severity prescribed for the unreported violation. (Violation of this policy is a Class A violation.)"


Under policy 2-A/H "Code of Ethics" Subsection 2-E "Obeying Laws," the policy states, "Members shall obey all laws of the United States and of any state and local jurisdiction in which the member is present. Conviction of a criminal offense (felony) or of a misdemeanor involving moral turpitude shall be prima facie evidence of a violation of these rules and regulations. (CLASS A Violation)."

Under policy 5-A/LL "Prohibited Behaviors" Subsection 5-II "Unlawful Conduct Offenses," the policy states under #1, "Personnel shall adhere to all federal, state and local laws, and shall not commit any act or crime defined as a misdemeanor, whether chargeable or not, which brings discredit upon the department or otherwise impairs the operation and efficiency of the department, and/or which is likely to impair efficiency of the department, and/or which is likely to impair the ability of personnel concerned to perform assigned duties. (Violation of this policy is a Class A violation)."

Bradley County Sergeant Deputy Olinger explained to Officer Clark and Lieutenant Tyson that Officer Griggs was violating a valid Order of Protection and that he was going to be arrested. By Officer Griggs violating the Order of Protection, he was also violating policy 2-A/H "Code of Ethics" Subsection 2-E "Obeying Laws." Because Lieutenant Tyson knew Officer Griggs was violating an Order of Protection, but did not notify Captain Gibson, he violated policy 04-A/LL "General Rules and Regulations," Subsection 4-F and policy 5-A/LL "Prohibited Behaviors" Subsection 5-II "Unlawful Conduct Offenses" #1.

Whether Lieutenant Tyson's failure to notify Captain Gibson of Officer Griggs' violation and subsequent arrest was intentional or an honest mistake, the fact remains three Lieutenants who did not have first-hand knowledge of Officer Griggs' arrest notified Captain Gibson of the situation. Lieutenant Tyson, who had first-hand knowledge of the situation and an obligation to report to his immediate supervisor that a fellow Officer and subordinate was violating an Order of Protection and being arrested, failed to do so.

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Investigator Calvin Rockholt

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Detective Cody Hinson