

Dennis Maddux		05/12/2015
Employee Name		Date
Police	Captain	03/30/1987
Department	Job Title	Date of Hire
Professional Standards		1st
Division		Shift
Employee Status:		
Probationary	<input checked="" type="checkbox"/> Permanent	Other

**Violation of Policy 04-A/LL "General Rules and Regulations" Subsection 4-HH "Truthfulness"**

**Violation Policy 11-U "Domestic Abuse" Subsection 2B #7 "Mandatory Reporting"**

**\*See Attached Pages\***

\_\_\_\_\_ **Verbal Warning:** (Verbal Warnings to be documented above by  
Supervisor/Dept. Head and are not required to be signed by employee)

\_\_\_\_\_ **Written Reprimand**

\_\_\_\_\_ **Suspension:** For period of \_\_\_\_\_  
Effective date/time suspension to begin: \_\_\_\_\_  
24 hour notice to begin: \_\_\_\_\_ Notice period: \_\_\_\_ paid \_\_\_\_ unpaid

\_\_\_\_\_ **Demotion**

X \_\_\_\_\_ **Dismissal:** Notice given: \_\_\_\_\_ Termination effective: \_\_\_\_\_

\_\_\_\_\_ **Other:** \_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

(Disciplinary Action Report form continued):

Human Resources Director approval prior to disciplinary action being administered:

Signature: *[Signature]* Date: 5/12/15

City Manager approval prior to disciplinary action being administered (if applicable):

Signature: *James S. Castel* Date: 5/12/15

Supervisor Signature: \_\_\_\_\_

Date: \_\_\_\_\_

Department Head Signature: *[Signature]*

Date: 5/12/2015

**EMPLOYEE ACKNOWLEDGEMENT:**

I hereby acknowledge that this action has been discussed with me and that I have received a copy. I understand that pursuant to the City of Cleveland Personnel Rules and Regulations Section VIII Separations and Disciplinary Actions, Subsection N., I have a right to appeal this action in writing to the City Manager within two (2) working days of receipt of notification of the disciplinary action.

I understand that continued unsatisfactory performance on my part will result in further disciplinary action.

I received notice of this action on (date): \_\_\_\_\_

Employee Signature: \_\_\_\_\_ Date: \_\_\_\_\_

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**FINAL APPROVAL:** \_\_\_\_\_

Department Head \_\_\_\_\_ Date \_\_\_\_\_

Human Resources Director \_\_\_\_\_ Date \_\_\_\_\_

City Manager \_\_\_\_\_ Date \_\_\_\_\_

# City of Cleveland

CLEVELAND, TENNESSEE  
Police Department

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To: Human Resources Director Jeff Davis

From: Interim Chief Mark Gibson

Re: IA# C-15-01-DA (Captain Dennis Maddux)

The following is the summary of findings reported by the District Attorney's Office. This portion of findings is related to the actions of Captain Dennis Maddux and is included in Internal Affairs Investigation # C-15-01-DA report. I will include my recommendations at the end of this summary.

## **Findings:**

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 too (sic) 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 any time 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 or 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.

#### **Summary:**

I had numerous phone conversations with City Manager Janice Casteel and Captain Dennis Maddux on the afternoon of 02/28/2015. It was clear to me that Dennis Maddux had led Mrs. Casteel to believe that he did not have a sexual relationship with Cindy Griggs. In the conversations he told me about disclosures of abuse made by Cindy Griggs. He told me he had pictures of injuries and even offered to send them to me. Maddux informed me about Cindy Griggs allegations of verbal abuse and derogatory statements about her body made by Jeff Griggs. He also expressed to me that Jeff Griggs found them in a vehicle and thought there was something more going on. I didn't ask him if they were having an affair but I was led to believe by his statements that he was meeting Cindy Griggs as a friend to talk about physical abuse.

He also told me about Jeff tracking Cindy Griggs. Maddux stated that Jeff admitted to triangulating her phone. The internal affairs investigation clearly shows that Dennis Maddux was deceptive and gave a self-serving version of events to Mrs. Casteel. He also made statements that he later denies about allegations of abuse and evidence of abuse. Maddux went to the city manager that day with the intentions to mislead her and also to villainize Jeff Griggs. He was Interim Chief at the time this affair was taking place and reportedly had been involved with Mrs. Griggs for as long as six weeks.

There is sufficient proof that Dennis Maddux violated **Policy 04-A/LL "General Rules and Regulations" Subsection 4-HH "Truthfulness"** by misleading and omitting critical information about the events of 02/28/2015. Maddux had an affair with another police officer's wife which led to a domestic violence call and a police response in McMinn County. Maddux initiated contact with the City Manager to report the event and was untruthful in his statements to her. The findings in the internal affairs investigation support this Class A violation. Also the internal affairs investigation supports the finding that Dennis Maddux failed to comply with requirements outlined in the Cleveland Police Department's Domestic Abuse policy 11-U. Dennis Maddux violated **Policy 11-U "Domestic Abuse"** by not reporting

alleged reports or suspected abuse committed by police department personnel. Under 11-U Subsection 2B #7 "Mandatory Reporting", section a. requires any employee of CPD that has knowledge of on-going domestic violence involving another employee to report it to their supervisor. Section b further explains the employee's obligation to report through their chain of command. Section c explains the purpose of the policy is not to assume guilt but is to start an investigation in order to resolve the issue. The Cleveland Police Department has zero tolerance for domestic abuse involving a CPD employee. Maddux reported allegations of domestic abuse only after he was caught engaged in an extra-marital affair with the accused officer's wife. The timing and reason for the reporting is suspicious and seems to be self-serving. Captain Maddux either failed to report allegations of Domestic Abuse or was untruthful about the allegations. It is evident that Captain Maddux used the allegations to deflect away from his conduct. The internal Affairs Investigation didn't show proof that Cindy Griggs was a victim of domestic abuse so it is more likely that the allegations made by both Dennis Maddux and Cindy Griggs are false. Regardless, Maddux failed to follow proper protocol in this matter.

### **Recommendation:**

I recommend that Captain Dennis Maddux be dismissed from the Cleveland Police Department for the violations. In accordance with the Cleveland Police Department's CALEA accredited policy the appropriate disciplinary action for a Class A violation would be termination of employment unless there are mitigating factors that would justify a reduction. Captain Maddux violated policies of the Cleveland Police Department and jeopardized the integrity of the entire department. He intentionally gave false statements to the city manager and was deceptive when interviewed by Detective Cody Hinson and Investigator Calvin Rockholt. His actions do not reflect the level of moral and ethical conduct expected of all law enforcement officers. Maddux violated the trust of a fellow officer, an entire department, and our community. He was the leader of this department and should have been engaged in the highest level of ethical behavior at all times. His actions embarrassed the City of Cleveland and have destroyed the faith the men and women of our department have in their administration. The investigation shows that Maddux hasn't taken responsibility for what has happened and continues to defend his actions. He denies that he lied to Janice Casteel and doesn't see that the omission of facts is a deceptive practice. This action should be considered enhancements and even further justify termination. Maddux has lost his credibility with the department and it would be difficult for him to come back into this department and be an effective leader.

The report has found two incidents where Captain Maddux was untruthful, which are Class A violations. He omitted important information in a conversation he initiated with the City Manager. He also made false allegations directed toward Jeff Griggs as an excuse for him meeting with Cindy Griggs on 02/28/2015. I do not find any mitigating factors that justify a reduction. The investigation supports that Maddux is more culpable than any other party involved in this matter, other than Cindy Griggs. Maddux risked the careers of the City Manager and that of Jeff Griggs for his own protection. Maddux was a Captain serving as Interim Chief during the time he was engaged in this affair. He was serving as Interim Chief at the time of the events on 02/28/2015. He committed the policy violations before he was officially promoted to Chief. All police officers are held to a higher standard and as the leader of this department the standard is even higher.