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# CPD disciplines Griggs, Tyson

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By TONY EUBANK Banner Staff Writer

Cleveland Police Officer Jeffery Griggs has been demoted and CPD Lt. Steve Tyson has been reassigned as a result of an Internal Affairs investigation concerning their involvement with an incident involving Griggs' wife and former Chief Dennis Maddux.

The CPD announced the disciplinary action this morning, finding Griggs to be in violation of several department policies, and as a result has been demoted from crime scene technician (Level 26) to the patrol division as a Level 25 patrol officer.

According to the DA's report, Griggs was found to be in violation of the following CPD policies:

- Policy 04-A/LL Subsection 4-HH, Truthfulness;
- Policy 05-A/LL, Prohibited Behaviors Subsection;
- Disobeying Orders; and
- Compliance with Direct Orders of Superior or Internal Investigation Officer.

In his disciplinary action, Tyson was given a verbal reprimand for violating Policy 04-A/LL, Failure to Report Violations. As part of his discipline, Tyson has been reassigned to the patrol division.

Maddux submitted his request for retirement Tuesday.

The disciplinary decision in the cases of Tyson and Griggs were made by Interim Chief Mark Gibson.

All of the actions received the approval of City Manager Janice Casteel.

Casteel told the Cleveland Daily Banner early this morning she was glad the process has come to an end.

"Our focus now is to move forward in ensuring the citizens of Cleveland have the best possible law enforcement agency available to them," Casteel said. "The process to learn from past errors and reinforce our commitment to that goal is ongoing. Our community needs to know of the professionalism and dedication of the members of the Cleveland Police and not allow the mistakes of a few sully their record."

In his decision summation concerning Griggs, Gibson said the officer's actions "are not characteristic of any behavior he has ever displayed in his 20-year career," citing Griggs' "good work history and [he] doesn't have any significant disciplinary issues."

Griggs was working as a crime scene tech at the time of the incidents, a position Gibson said causes integrity to be of extra importance.

"It is critical to have a person in this position that is at the highest level of trust and whose credibility is proven. Jeff Griggs' credibility has been compromised as result of this event," Gibson wrote.

"I do sympathize with Jeff Griggs, but also understand that police officers are held to a higher standard and must use their best judgment on and off duty," Gibson wrote.

He states that Griggs used his training to track the location of his wife and was untruthful about his actions.

"Jeff Griggs' credibility has been compromised as a result of this event," Gibson wrote. "Also, any future appearances in court will subject Griggs to cross-examination by defense counsel. His testimony in court could cause a great risk to major cases and a huge burden on Jeff Griggs."

The legal counsel for both Tyson and Griggs released a statement to the Banner early this morning.

“As I have said before, the events of Feb. 28, 2015, and following which relate to Dennis Maddux, Jeff Griggs and Steve Tyson are truly sad,” said Cleveland attorney Jim Logan, counsel for both Griggs and Tyson. “Mr. Maddux certainly took a bold stand regarding his view of the operations at the Cleveland Police Department.”

Logan referred to Maddux’s retirement letter which blasted the Internal Affairs report.

“The Internal Affairs report that was twisted to fit the internal machine that has divided the Cleveland Police Department for the last eight years will continue to lead it to failure if not repaired,” Maddux wrote. “My failed marriage and my private life should not be a factor in the demise of an otherwise flawless career.”

Maddux also claims the report was prematurely released to the press and called the investigation “subjective, presumptive and unorthodox.”

The disciplinary action report on Maddux shows that the CPD found him to be in violation of CPD Policies 04-A/LL Subsection 4-HH, Truthfulness, and 11-U “Domestic Abuse” Subsection 2B #7 “Mandatory Reporting”.

CPD Public Information Officer Evie West confirmed this morning that the department had intended to dismiss Maddux.

“Due to the fact that he filed his retirement letter prior to the completion of the disciplinary action process, City Manager Janice Casteel accepted his retirement request,” West told the Banner.

West added that, according to the city personnel policy, “Whenever an employee meets the conditions set forth in the retirement systems regulations, he/she may elect to retire and receive all benefits earned under the appropriate retirement system.”

The Banner learned of the CPD’s plan to dismiss Maddux via a copy of the city of Cleveland’s Disciplinary Action Report against the former police chief. West forwarded the report to the Banner this morning, following the newspaper’s earlier request, shortly after the announcement of the disciplinary actions being taken against Griggs and Tyson.

Tenth District Attorney Steve Crump, whose office coordinated the investigation, said this morning he could not comment on the actions taken by the CPD with respect to Griggs and Tyson.

He did respond to Maddux’s assessments of the process, saying the investigation was “complete and independent.”

“It was not ‘twisted’ or subjective,” Crump told the Banner. “Relating to [Maddux’s] conduct, the investigation was based primarily on his own statements regarding his conduct. The Office of the Attorney General conducted the investigation in conjunction with the Cleveland Police Department with no preconceptions as to the proof or the outcome.”

“The investigation was performed professionally and fairly toward all involved,” he concluded.

That report and the subsequent disciplinary actions came as a result of a series of incidents that involved Griggs, his wife, Cindy Griggs, and Maddux.

The first incident occurred in Meigs County, where Griggs was arrested on a domestic violence charge.

The arrest came after an incident in Calhoun where Griggs alleged that he observed his wife and Maddux kissing.

It was at this point that Griggs reportedly began taking photos of the two until his wife tried to grab the camera in an attempt to retrieve the memory card, resulting in an alleged physical altercation that ultimately led to Griggs’ arrest.

Bradley County deputies picked up Griggs the following day, after he was found in violation of an order of protection that was issued as a result of the first arrest. Tyson was present at the second arrest, along with officer Shane Clark who was cleared of any policy violations or legal charges.

Griggs was eventually cleared of all criminal charges, as the domestic violence charge was thrown out in a McMinn County Court, and Mrs. Griggs later dropped the order of protection, effectively rendering mute the contempt of court charge that came as a result.

Both officers still have the right to appeal the disciplinary decisions, but Logan would not comment on that potential recourse.

