



**Ohio Attorney General's Office
Bureau of Criminal Investigation
Investigative Report**



2025-0513
Officer Involved Critical Incident -14000 OH-104
Chillicothe, OH 45601 (L)

Investigative Activity: Personnel File Review
Involves: [REDACTED]
Activity Date: 03/17/2025
Authoring Agent: SA Aja Chung, #86

Narrative:

On Monday, March 17, 2025, Ohio Bureau of Criminal Investigation (BCI) Special Agent (SA) Aja Chung (SA Chung) received the personnel file for [REDACTED] from Ross County Sheriff's Office (RCSO) Detective Sergeant Heather Crosier. SA Chung reviewed [REDACTED] personnel file and noted the following:

[REDACTED] had two (2) commendations and one (1) disciplinary record in his file. The certificate of merit/commendation was for going above and beyond his duties to help an elderly female having mental health issues. The second commendation was for his assistance with SOFAST and U.S. Marshals to apprehend a wanted subject. The discipline record on file pertained to [REDACTED] being absent from a scheduled training.

[REDACTED] personnel file was attached to this report. Please refer to the attachment for further details.

References:

None

Attachments:

1. [REDACTED] Commendations
2. [REDACTED] Discipline

This document is the property of the Ohio Bureau of Criminal Investigation and is confidential in nature. Neither the document nor its contents are to be disseminated outside your agency except as provided by law - a statute, an administrative rule, or any rule of procedure.



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Ross County Sheriff's Office

Certificate of Merit



May it be known that



Distinguished himself on February 8th, 2022 during a welfare check of an elderly female with suicidal thoughts. Upon arriving at the scene, it was discovered that the female was living in a camper and her propane heater was not working. Deputy Mitchell took the time to get the heater working. The female told Deputy Mitchell that she did not have any fitted shoes and that she would like to go to the Hospital for mental health. Deputy Mitchell drove the female to the Shoe Dept. and bought her a pair of shoes before taking her to the Hospital. Your compassion and professionalism is an example for all to follow.

George W. Lavender Jr.
George Lavender Jr., Sheriff

Capt. Max Adair

From: Sgt. Heather Crosier <h.crosier@rosssheriff.com>
Sent: Friday, March 18, 2022 12:33 PM
To: 'Captain Adair'
Subject: Deputies assisting SOFAST - Columbus Higgins

Captain Adair –

On Thursday, 17 March 2022, at approximately 2130 hours, the Southern Ohio Fugitive Apprehension Strike Team (SOFAST) of the US Marshals Service (USMS) initiated a callout to Pike County regarding apprehension of Columbus Higgins (DOB 12/03/1990). Higgins had several warrants out of Marion County, Ohio and Pike County Sheriff's Office had received information of possible whereabouts of Higgins that night. Higgins has a violent history, is a sex offender, has a history of weapons offenses, and has stated several times to several people that he would not go back to prison. Officers took this as a serious caution and higher potential for violence in apprehending Higgins.

In the briefing, it was determined that 2133 Davis Road, Bainbridge (Ross County), was a secondary location of interest for Higgins. The SOFAST team split to secure both sites simultaneously. Being assigned to SOFAST from the Ross County Sheriff's Office, I initiated contact with Dispatcher Williamson and Dispatcher Gibson to give them preliminary information and communications access. Sergeant Champion was contacted to advise of the activity of SOFAST in southwestern Ross County, and asked to provide a marked cruiser to brief with us in Nipgen.

Deputy Shears and Deputy Mitchell met with officers and fell in with the team upon approach to the target location. It was approximately 0050 hours when officers made contact at the residence. Deputy Shears and [REDACTED] followed initial directions well as given to them by myself. When their assignment changed as the target was significantly suspected of having run on foot up a hill to the rear of the residence, they confirmed with me that I was instructing them to redirect to ensure good communication. The hill was covered with 4" slip mud, heavy tire tracks, standing water, downed fences and wires, and heavily wooded. Deputy Shears and [REDACTED] heeded my radio traffic to stay in pairs as they and other SOFAST officers scoured the hillside. It was relayed to me that both deputies followed the instructions of the SOFAST officer on the hill about ceasing movement momentarily to make the suspect's movements more audible and aid them in determining a direction of travel. As actions were being made to secure air support from the Ohio State Highway Patrol, Deputy Shears and [REDACTED] did locate the suspect and he was ultimately taken into custody without incident. [REDACTED] and Task Force Officer Zinn escorted the target down the hillside without incident and the target was handed off to responding Pike County deputies as they arrived on scene with the remaining SOFAST officers from the other scene.

Deputy Shears and [REDACTED] did attend the SOFAST debrief. At that time, I conveyed to them that their help was instrumental and their cooperation to directions as I presented them provided strong actions by law enforcement and a positive outcome for all.

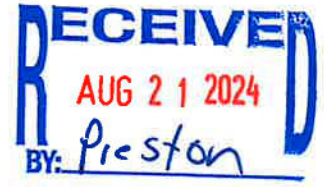
On behalf of the SOFAST team, I would like you, Captain Adair, to know that your staff were efficient and effective in this mission. This goes for Deputy Shears and [REDACTED] for sure, but I would be remiss if I failed to articulate that Dispatcher Williamson, Dispatcher Gibson, and Sergeant Champion also provided the support and assistance pertinent to their roles.

Please see that your officers are aware of the appreciation from all the SOFAST officers present.

Thank you –

Sgt H.R. Crosier

SCANNED



Ross County Sheriff's Office

EMPLOYEE COUNSELING REPORT

Counseling Report date: August 21, 2024

Counseling Report #: [REDACTED]

Employee name: [REDACTED]

Emp No: [REDACTED]



DOCUMENTED COUNSELING

☐ WRITTEN REPRIMAND

☐ SUSPENSION

☐ TERMINATION

FACTS OF SITUATION AND DESCRIPTION OF BEHAVIOR:

[REDACTED] was scheduled to attend impact weapons training being held on August 20, 2024. [REDACTED] was notified of this training via e-mail on May 7, 2024 and again on August 8, 2024. [REDACTED] failed to attend the assigned training class.

THIS IS A VIOLATION OF:

☐ Ross County Sheriff's Office General Orders, specifically:
Section Description of General Order

☐ Ross County Jail Policy and Procedure, specifically:
Section Description of Policy and/or Procedure

☒ Direct orders issued by supervisor(s) (i.e. verbal, written, read and sign, etc)
Date Description of Order
5/7/24 To attend the final impact weapons course of 2024.

Counseling Report date: August 21, 2024

Counseling Report #: [REDACTED]

Employee name: [REDACTED]

Emp No: [REDACTED]

IN ACCORDANCE WITH ROSS COUNTY SHERIFF'S OFFICE GENERAL ORDER 2.03-5(m), THE BEHAVIOR ALLEGED ABOVE CAN BE CONSIDERED:

<input type="checkbox"/> Incompetency	<input type="checkbox"/> Inefficiency	<input type="checkbox"/> Immoral Conduct
<input type="checkbox"/> Dishonesty	<input type="checkbox"/> Drunkenness	<input type="checkbox"/> Neglect of duty
<input type="checkbox"/> Insubordination	<input type="checkbox"/> Discourteous treatment of the public	
<input checked="" type="checkbox"/> Violation of policy/work rule	<input type="checkbox"/> Any other failure of good behavior	
<input type="checkbox"/> Unsatisfactory performance	<input type="checkbox"/> Acts of misfeasance, malfeasance, or nonfeasance	
Other: _____		

PRIOR REPORT(S) ON SIMILAR CONSIDERATION(S) ABOVE?

☒ No

☐ Yes

Number of times counseled for similar offense:

☐ Documented counselings

Dates: _____

☐ Written warnings

Dates: _____

☐ Suspensions

Dates: _____

Suspension to be served

date(s): _____

time(s): _____

Supervisor's signature: _____

Date: 8/21/24

Sheriff's signature: _____

Date: 8/28/24 ^{PR}

Served by: _____

Date: 9/2/24

Employee's signature: _____

Date: 9/2/24

Counseling is intended to be a constructive process to assist you to identify, discuss and remedy aspects of your job performance or conduct that require improvement.

cc: Personnel File

Captain Max Adair

From: Captain Max Adair <m.adair@rosssheriff.com>
Sent: Tuesday, May 7, 2024 3:54 PM
To: Tim Sams; Sara Hempstead; Robert Rush; Tom Masters; Jacob Johansen; [REDACTED]
Brandon Stanley; Blake Weaver
Cc: 'Lt. A. Hollis'; 'Jennifer Stabler'; 'Major Michael E. Preston'
Subject: Impact Weapon Final Make-up
Attachments: August 20th Impact Weapon Make Up.xlsx

The final impact weapons class is scheduled for August 20, 2024 from 8a-4p at the OUC Tech Building on Pohlman Rd. THIS IS A MANDATORY CLASS. This course counts for 8 hours of your CPT. I understand there are shift conflicts for some of you and we will be working on getting that covered.

Captain Max Adair
Patrol Commander
Ross County Sheriff's Office

Captain Max Adair

From: Jennifer Stabler <j.stabler@rosssheriff.com>
Sent: Thursday, August 8, 2024 12:04 PM
To: Randy Bliss; s.hempstead@rosssheriff.com; j.johansen@rosssheriff.com; 'Thomas Masters'; [REDACTED] r.rush@rosssheriff.com; t.sams@rosssheriff.com; r.stanhope@rosssheriff.com; b.stanley@rosssheriff.com; b.weaver@rosssheriff.com; Joey Addy; 'Detective Sgt. Martin Brooks'; 'Detective Sgt. Kevin Pierce'; h.bray@rosssheriff.com; 'Capt. Glenn Detty'; d.malone@rosssheriff.com
Cc: m.adair@rosssheriff.com; 'Major Michael E. Preston'; Angie Hollis; p.arledge@rosssheriff.com; d.hayburn@rosssheriff.com
Subject: FW: Impact Weapon Final Make-up
Attachments: August 20th Impact Weapon Make Up.xlsx
Importance: High

REMINDER----- You are scheduled for impact weapon training August 20, 2024 from 8a-4p @ OUC Tech Building. Please let me know if you have any questions.

Thanks,
Jen

From: Captain Max Adair <m.adair@rosssheriff.com>
Sent: Tuesday, May 07, 2024 3:54 PM
To: Tim Sams <t.sams@rosssheriff.com>; Sara Hempstead <s.hempstead@rosssheriff.com>; Robert Rush <r.rush@rosssheriff.com>; Tom Masters <t.masters@rosssheriff.com>; Jacob Johansen <j.johansen@rosssheriff.com>; [REDACTED]; Brandon Stanley <b.stanley@rosssheriff.com>; Blake Weaver <b.weaver@rosssheriff.com>
Cc: 'Lt. A. Hollis' <a.hollis@rosssheriff.com>; 'Jennifer Stabler' <j.stabler@rosssheriff.com>; 'Major Michael E. Preston' <m.preston@rosssheriff.com>
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Captain Max Adair
Patrol Commander
Ross County Sheriff's Office