

CITY OF WOOD HEIGHTS, MISSOURI
NOTICE OF INTENT TO TERMINATE

September 28, 2026

Chief Brandon Ehlen,

Pursuant to §106.273, RSMo., the City of Wood Heights, Missouri (Board) does hereby provide you with formal notice of its intention to terminate your employment as the City's Chief of Police for just cause. The Board will hold a public hearing on your removal on October 19, 2026 at 5:00 p.m. The hearing will take place at Wood Heights City Hall located at 2098 East Ridge Drive, Wood Heights, MO 64024. You are entitled to appear at that hearing, to present evidence and testimony, and to be assisted by counsel at your cost. If, at the end of the hearing, two-thirds or more of the Board vote in favor of termination, your employment will immediately end, and POST will be notified accordingly. The Officer's Bill of Rights (§590.502, RSMo.) does not apply to you as the highest-ranking officer in the agency.

The grounds for the just cause termination pursuant to §106.273, RSMo. are that you have (d) acted in a manner inconsistent with the interests of the Board and (f) have acted in an insubordinate fashion toward the Mayor, City Clerk, and Board. Any one of these is sufficiently just cause to terminate your employment under the statute.

The City alleges the following facts against you:

1. You were insubordinate and acted in a manner inconsistent with the interests of the Board when you allowed a City Patrol Vehicle to be used to patrol another jurisdiction.
2. You were insubordinate and acted in a manner inconsistent with the interests of the Board on June 6, 2026, when you executed a "Mutual Aid Payment Agreement" without Board approval.
3. You were insubordinate when you failed to submit your schedule and timesheets as requested.

You have the option to voluntarily resign your employment before the hearing. If you decide to resign, please provide a signed letter of resignation to Andrew J. Ruhlman, the City's attorney for this matter. If you decide to retain legal counsel, please provide this notice to that attorney. If you have questions about this, you or your representative may contact Andrew J. Ruhlman, in writing by email at aruhlman@laubermunicipal.com. If you wish to discuss a settlement resolution prior to the hearing, please contact me.

Respectfully submitted,

LAUBER MUNICIPAL LAW, LLC

A handwritten signature in blue ink, consisting of the letters 'A', 'J', and 'R' in a stylized, cursive-like font, followed by a long horizontal line extending to the right.

Andrew J. Ruhlman