



Ashland Police

Chief Joseph Stanford
54 Court Square
Ashland, AL. 36251
Office 256-354-2122
Fax 833-312-8573



July 10, 2026

Kevin S. Baker
15220 AL-77
Wadley, AL 36276

RE: NOTICE OF SEPARATION AND TERMINATION

Dear Mr. Baker:

An investigation has been conducted to determine if you have violated certain policies and procedures of the Ashland Police Department and the City of Ashland. Upon completion of the investigation, it has been determined that you have not met the standards of being a police officer for the City of Ashland.

After careful review of the evidence associated with this incident, I have concluded that the charges are substantiated. I further conclude that the violations were serious and warrant the imposition of separation and termination. Pursuant to the City of Ashland's Personnel Policies and Procedures manual; under Section II. General Provisions of the Policies and Procedures, Subsection I. Probationary Period and Report you are hereby placed on **Administrative Leave with Pay**, as the city moves to terminate you from the position of police officer. This is due to actions that are unbecoming a police officer for the City of Ashland.

This matter will be reviewed by the city council and mayor as the appointing authority, at the next regularly scheduled council meeting. I regret that this action has become necessary, as we have provided ample opportunities for growth and correction in the performance of your duties.

Sincerely,

A handwritten signature in blue ink, appearing to be "J. Stanford", written over a horizontal line.

Joseph Stanford, Chief