

At this point, trust is built on actions and not words-for all parties involved. Here is a list of solutions that will help everyone.

- 1) Workplace assessment. Pause the assessment for 120 days. This allows the fire department members to once again focus on training, responding to calls in a safe manner, and rebuilding trust with the City Council. During these 120 days, together the city council and the fire department will show the city and community how unified we are in finding resolution for ourselves, building morale, and creating policies to prevent this sort of issue arising to this level of a problem again. The city extending their hand to allow this to happen, will also help to regain trust from the taxpayers. After 120 days under new leadership, if the department has not shown signs of measurable improvement, we can agree to a work place study taking place. An essential part of this proposal is a collaboratively developed and approved plan, with measurable improvement metrics, with full buy in from all parties.
- 2) Having a "seat at the table". The Executive Board would like to extend an invitation to the City Administrator and/or City Mayor to continue to attend our meetings, and we ask that Asst. Chief Vaccari be present at the February 1, 2024, study session to answer questions and comment. Continuing to attend each other's meetings will build momentum towards trust and rebuild the information highway we once had.
- 3) Chief position. We ask that Chief Lawrence's retirement date be moved up to match the February 8, 2024, deadline given by the PFRD members. We believe the sooner we can have Ron's office cleared out, get his keys, and the Command vehicle, the sooner the firefighters will see action. This will allow for a smooth transition of leadership and no delay in firefighter response for those in need. As per the Fire Department Handbook, this would also be the day that Asst. Chief Vaccari be sworn in as the temporary Fire Chief until a replacement is hired by the Adhoc Committee and approved by the City Council.
- 4) Relocation. The reason the city has this program is because of the fire department involvement. Any and all items that have been purchased with Relocation monies remain in the possession of the PFRD. This list includes, but is not limited to, computers, cell phones, copiers, snowblower, turnout gear and other PPE, trucks and equipment, radios, and pagers. Replacement of the above listed items and services for them continue to be paid for by Relocation. For example; internet services, cell services, copier services, radio and pager maintenance, radio programming contract, firefighter alert system contracts, training, and office supplies. This money has been allocated to the PFRD for equipment and services, and needs to continue to do so to supplement our budget.
- 5) We need, in writing, that Ron Lawrence will have no direction over the fire department or our budget, and our chief will report to the City Administrator.
- 6) Engine 5 still has a check engine light on, and the mechanic that looked at it believes there is an issue with the throttle or gas pedal. This needs to be addressed as soon as possible.

7) Personal protective equipment concerns that were brought to Mayor Walker's attention will be addressed in the near future. We have to figure out logistics of gear getting repaired or replaced while the firefighter can still respond to emergencies.

8) What is the limit or threshold for items that can be ordered without council approval.

7) Personal protective equipment concerns that were brought to Mayor Walker's attention will be addressed in the near future. We have to figure out logistics of gear getting repaired or replaced while the firefighter can still respond to emergencies.

8) What is the limit or threshold for items that can be ordered without council approval.