

Dear Members of the Princeton, MN City Council:

On behalf of the Princeton Fire and Rescue Department (PFRD) firefighters that proudly serve the citizens of this community, we respectfully request that you accept this letter as our formal notification that the Princeton Fire and Rescue Department firefighters have approved a Vote of No Confidence in PFRD Chief Ron Lawrence. The vote count is as follows; 33 in favor of, 2 abstained from voting, and 1 voted no. In the past 11 months, PFRD firefighters and captains have tried to resolve these issues through meetings with the City Administrator, the Mayor of Princeton, the City Attorney, and a Councilwoman, all directly with no measurable change.

Over the last several years, we have been disappointed by Chief Lawrence' actions and his management of our fire department. Chief Lawrence has broken our trust and confidence. Under his leadership, the morale of the firefighters within our department has plummeted to depths that we have not seen before. During his tenure we have witnessed numerous instances of questionable decision making. Chief Lawrence has not consistently followed the PFRD handbook which was put in place to govern this department. The lack of honesty and transparency has created tension and distrust between our PFRD members and Chief Lawrence. Chief Lawrence's decisions decreased safety, morale, trust and increased liability.

Chief Lawrence has lied to the Princeton City Council by telling them newly recruited firefighters were eligible for hire according to our handbook. The City Council approved that hire status based on his word, but the new recruits had not completed, nor had they started, any of their required training. After informing the department that these members were approved as new hires, he informed the Captains that these members were not allowed to respond on the first out truck. This created confusion as new members were being removed from responding trucks and being replaced with more senior members. Morale sank due to this process and response times slowed which jeopardized the safety of our community.

Fire apparatus and equipment repairs have not been completed in a timely manner. We have an apparatus that does not have a working speedometer nor do the rear warning lights work. Both of these have been nonfunctional for well over a year at this point, yet no repairs have been scheduled and the truck is in use. The apparatus and equipment is not only essential to providing life safety operations to our community, but also to the firefighters who operate and depend on them.

PFRD has no official chain of command structure. Members are confused who to approach with direction, questions, concerns or comments within the department. This lack of organization has created an atmosphere where a team cannot exist. Emergency scenes, training events, and public relation events have become a place where unorganization is the norm.

This loss of trust and lack of leadership has undoubtedly created massive distrust in the

Chief. The examples listed above represent a fraction of issues that the Princeton Fire and Rescue firefighters have with Chief Lawrence's leadership. This behavior has destroyed trust and confidence in Chief Lawrence's commitment to this fire department and the commitment to the citizens we serve. The employees of the Princeton Fire and Rescue Department are a very proud group of firefighters who have committed themselves to serving this community. We are not a group of disgruntled employees. We are frustrated and want more from our chief.

The Princeton Fire and Rescue firefighters are willing to provide additional details should the City Council express interest in learning more about our concerns.

Respectfully,
The Princeton Fire and Rescue firefighters

Troy D Thompson Troy D Thompson

Abel Hunter Beck
Olivia Amos

Jeremiah Beady
JKK

Dan Hiller
Justin Suckert

Sylvia Raloff
Duo

Brent Tholen
Butler

James Artmann
Josh Vaccari

Brittany Mizer

Matthew Johnson

Aaron Julson
Chris Heitshmidt

Eric Weiss

Dan Artmann Danielle M Artmann

Taylor Snow

BRANDON SEAVOLT

Sgt. Stewart

Brian Mellgren

Mark Ellington

Shane

Bill Jacobson
Daniel Rodem

BILLY GORRILL

Aug Ed - Jerry Ruff

WAB

JKK

ABSTAIN FROM VOTE -


Muf put

VOTE NO

Shawn Aaseby
Shawn Aaseby