

April 26, 2018

City of La Crosse Fire Department
Attn: Ken Gilliam, Fire Chief
726 5th Avenue
La Crosse, WI 54601

Re: La Crosse Fire Department Paramedics - Non-binding Memorandum of Understanding

Dear Chief Gilliam,

The purpose of this letter is to serve as a non-binding memorandum of understanding outlining the arrangement that Tri-State Ambulance, Inc. d/b/a Gundersen Tri-State Ambulance (GTSA) wishes to enter into with the City of La Crosse Fire Department pertaining to the La Crosse Fire Department (LCFD) Paramedics.

It is my understanding that the City of La Crosse desires to ensure that the paramedics employed by the La Crosse Fire Department (LCFD Paramedics) can maintain their paramedic certifications and legally work as first-responder paramedics while on duty at the La Crosse Fire Department. GTSA has a current need for paramedic staffing coverage. To address both these needs, the LCFD and GTSA anticipate the following:


- LCFD Paramedics wishing to voluntarily participate in this arrangement will apply for open casual status paramedic positions at GTSA to assist them in meeting training and practical skills minimum-hour requirements necessary to maintain paramedic certification.
- GTSA plans to make commercially reasonable efforts to provide employment opportunities (as casual employees) initially for up to ten (10) LCFD paramedics during the first year of the program. As this program develops, additional positions may be added as opportunities allow and by mutual agreement of LCFD and GTSA. LCFD paramedic staffing numbers are non-binding planning estimates and this program will be evaluated ongoing and at least annually by GTSA and LCFD Management as the program matures.
- The objective of this arrangement will be to initially provide the LCFD paramedics, on average, twenty-four (24) hours of ambulance-based paramedic training/exposure per month, however GTSA hours cannot be guaranteed. GTSA's normal scheduling practices will be followed. Likewise, the LCFD will manage paramedic staffing assignments while employees are on duty at the LCFD. The goal of 24-hours monthly average GTSA training/exposure time will be evaluated ongoing and at least annually while this program matures, to include the Medical Director's ongoing consideration of other clinical training and work opportunities, in addition to ongoing analysis of LCFD paramedic on-duty ems first-response volume. Both GTSA and the LCFD acknowledge that GTSA has a collective bargaining agreement in place with the Service Employees International Union (SEIU) which applies to certain GTSA employees. Both the City of

La Crosse Fire Department and GTSA acknowledge that it is GTSA's intent to comply with all terms of that collective bargaining agreement and that this memorandum of understanding will be subordinate in all respects to that collective bargaining agreement. Likewise, GTSA acknowledges that the LCFD has a collective bargaining agreement in place with the IAFF Local 127, and that this memorandum of understanding will be subordinate in all respects to that collective bargaining agreement or other LCFD policies pertaining to LCFD work rules and performance.

- Both the LCFD and GTSA intend for this arrangement to be non-binding and shall have the right to end this arrangement if either party believes it is no longer in its interest to continue. In the event a party wishes to end this arrangement, the party shall give reasonable advance written notice to the other party.

If this memorandum of understanding accurately summarizes the arrangement between GTSA and the LCFD pertaining to the La Crosse Fire Department Paramedics, please sign below where indicated. If you have any questions regarding this matter, please do not hesitate to contact me using the information listed below.

Sincerely,



Tom Tornstrom, Executive Director

Gundersen Tri-State Ambulance
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La Crosse, WI 54603
Ph: (608) 406-0390
tetornst@gundersenhealth.org



Signed

Ken Gilliam, Fire Chief
City of La Crosse Fire Department
726 5th Avenue
La Crosse, WI 54601

5/16/18

Date