Human Resources

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Memorandum of Understanding #8
Tri-State Ambulance Employee Leased Agreement Operational and Compensation Changes

Between the City of La Crosse ("City") and the International Association of Firefighters ("IAFF")

RE: Structural compensation of amended leased employee agreement with Tri-state Ambulance (TSA)

The City and IAFF have agreed that a recent amendment to the current Leased Employee Agreement(s) with TSA will create a change in working conditions that require structured compensation language. Duty day language is also necessary due to anticipated increased call and workload volume associated with a 24/7 transport operation.

2025 – 2027 CBA:
Article 14 Wages and Salary Schedule for Transport Ambulance

Bargaining unit members assigned to practice as a paramedic by the Chief, approved by the Medical Director, and work under the provisions of the Tri State Ambulance leased employee agreement, shall receive an additional (6) % of the base wage rate. Bargaining unit members assigned will be required to work a minimum of 48 hours per month if assigned to platoon shift, and 24 hours per month on average if assigned to day shift.

Bargaining unit members assigned to practice as an EMT by the Chief, approved by Medical Director, and work under the provisions of the leased employee agreement, shall receive an additional (1) % of the base wage rate. Bargaining unit members assigned will be required to work a minimum of 48 hours per month if assigned to platoon shift, and 24 hours per month on average if assigned to day shift.

Bargaining unit members assigned as EMT's and Paramedics that reach 10 years cumulative service meeting the minimum hours per month, will have a reduced minimum of 24 hours per month average but will retain respective % of base wage.

Bargaining unit members assigned as EMT's and Paramedics that reach 15 years of cumulative service meeting the minimum hours per month, will have no minimum service requirement and will continue to retain respective % of base wage.

Bargaining unit members that have been active in the Leased Employee Program established on April 20th, 2021, will have individual years of service in the program credited to cumulative years of service in this agreement.

Bargaining unit members active in the program will not be subject to the adopted duty day language while working on the ambulance, unless mandatory training is required for medical licensure and/or mandated by the Medical Director.

A ride stipend for EMT will be established at $60.00 per 24-hour shift. $30.00 for 12-hour shift.
A ride stipend for Paramedic will be established at $80 per 24-hour shift. $40.00 for 12-hour shift.

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Bargaining unit members must work at least 4 hours to receive any stipend amount and only one stipend paid per day, for each of the respective 12- or 24-hour shifts should they be split.

A short notice order in activation for ordered or directed service on the ambulance for both EMT's and medics will be established at an additional $60.00 per shift. This situation applies when bargaining unit members are given less than 24 hours' notice to work on the ambulance. This instance could potentially occur for both on duty and off duty personnel.

All Bargaining Unit members hired after January 1st, 2027, may be required as a condition of employment to work as a paramedic or EMT on an EMS transport unit.

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Rebecca Franzen, SHRM-CP, CLRP	Brandon Gritt
Director of Human Resources	President, IAFF, Local #127