AMENDMENT No. 1
TO THE EMPLOYEE LEASE AGREEMENT
BY AND BETWEEN
TRI-STATE AMBULANCE, INC.
AND
LA CROSSE FIRE DEPARTMENT

This Amendment ("Amendment") is effective as of November 1, 2025 between City of La Crosse, ("Employing Entity") and Tri-State Ambulance, Inc. ("Facility"). Employing Entity and Facility are parties to an agreement titled LCFD-TSA Employee Lease Agreement effective April 26, 2021 ("Agreement"). Employing Entity and Facility now agree to amend the Agreement as follows:

1. The parties agree that Exhibit A shall be stricken in its entirety and replaced with the revised "Exhibit A – Rev.2025" which is attached, and incorporated herein by this reference.

2. Notwithstanding any other provision of the Agreement, Employing Entity's Fire Chief shall schedule, in the Chief's sole and absolute discretion, the number and combination of paramedics and EMTs on the ambulance rig but, at a minimum staffing level of one EMT and one paramedic unless mutually agreed upon by both parties. Staffing shall always be in compliance with State of Wisconsin guidelines. The parties agree that the Chief's scheduling discretion is necessary in order to prevent burnout from Employing Entity's paramedics including, without limitation, working longer than 24-hour shifts and requiring two paramedics on the ambulance when one paramedic and one EMT satisfies State guidelines.

3. Notwithstanding any other provision of the Agreement, Employing Entity's paramedics and EMTs are permitted to wear Employing Entity's uniforms when providing services under the Agreement.

4. Notwithstanding any other provision of this Agreement, in the event Employing Entity's paramedics and EMTs who are providing services under the Agreement are considered available when Employing Entity responds to a working structure fire within the City of La Crosse, or within a municipality contracting for firefighting services from Employing Entity or requesting mutual aid from Employing Entity, then the Employing Entity's available paramedics and EMTs will also respond and provide services during the structure fire.

5. This Amendment supersedes any contrary or inconsistent provisions of the Agreement. All terms and conditions of the Agreement continue in full force and effect unless expressly modified herein.

[Signature Block Appears on Following Page.]

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IN WITNESS WHEREOF, intending to be legally bound hereby, Employing Entity and Facility have executed this Amendment as of the date and year first above mentioned.

City of La Crosse	**Tri-State Ambulance, Inc.**
By:_____	By:_____
Name: _____	Name: _____
Title: _____	Title: _____

Exhibit A – Rev.2025

Scope of Services:

Employing Entity will provide the services of Emergency Medical Technicians (EMTs) and Paramedics to the Facility. Employing Entity will provide sufficient professionals ("Services") to cover one (1) ambulance rig 24 hours per day, 365 days per year, adjusting for leap years ("Base Ambulance Schedule"). Employing entity shall provide a minimum ambulance staffing configuration in compliance with State of Wisconsin guidelines of one paramedic and one EMT for the Base Ambulance Schedule. If requested, and mutually agreed upon, Employing Entity may provide ad hoc staffing hours above and beyond the Base Ambulance Schedule.

Payment:

In exchange for the Services, Facility shall pay Employing Entity the following annual and hourly rates:

Ambulance Staffing for Base Ambulance Schedule: Annual fee of **$760,000.00** paid in equal monthly installments. In the event Employing Entity is unable to staff consistent with the Base Ambulance Schedule, the monthly rate will be reduced by $2,055.00 for each unstaffed 24-hour shift.

For hours above the Base Ambulance Schedule, the rates will be:

Professional	Hourly Rate
Paramedic	$44.95
EMT	$39.94

Collaboration:

The parties agree to meet on a quarterly basis to discuss the effectiveness of this Agreement and to address any future needs of the parties.