

WATERLOO FIRE RESCUE



PROPOSAL FOR EMERGENCY MEDICAL SERVICES

06/02/2025

Subject: Waterloo Fire & Rescue EMS Coverage RFP – Key Considerations

To whom it may concern,

This letter is intended to highlight the major considerations surrounding the recent RFP process for EMS coverage in the Marshall area, specifically relating to Waterloo Fire & Rescue.

Given the extremely limited timeframe outlined in the proposed RFP, the current proposal represents a worst-case scenario in terms of the potential cost to provide EMS coverage. There are several critical factors that must be addressed prior to any commitments, including but not limited to:

Employment structure and which municipality would serve as the employing body

Approval from the Waterloo Finance and Personnel Committee

Approval from the Waterloo Common Council

Approval from Waterloo EMS Medical Control

Involvement and agreement from all other affected stakeholders

I firmly believe this is a crucial opportunity for our communities to begin having meaningful discussions about the future of our emergency services and the residents we serve. Any decision moving forward must involve all current service providers—namely, the Marshall Fire Department and Waterloo Fire & Rescue—as well as representation from every city, village, and township affected. This inclusive approach is essential to avoid the kinds of service and coordination issues we've seen in surrounding emergency services in recent years.

Ultimately, no matter which path is chosen, the most effective way to serve our communities will be through a combined fire and EMS model. Cross-training personnel to deliver both fire and EMS services offers the best chance of improving efficiency, response times, and sustainability. These discussions will need to continue at multiple levels among all involved entities.

Sincerely,

Chad Butzine



6/2/25

Chief, Waterloo Fire & Rescue

chief@waterloowi.us

(920)988-1079

The Waterloo EMS is submitting a proposal to serve the Village of Marshall, Town of Medina and Town of York with a 5-year contract.

Waterloo would staff one ambulance in the Marshall Area Public Safety Building with two staff members.

During the day from 6 am to 6 pm it would be staffed with two fulltime Advanced EMT's, 6 pm to 6 am with paid on call members for the first year. The second year would be adding two additional fulltime Advanced EMT staff and would be a 24-hour shifts and paid on call members would be working when fulltime staff needs off or on vacations or special events. They would also be providing a second and third unit for multiple calls.

Waterloo will provide an ambulance and cot for service. The first year we are requesting addition money for equipment and supplies to outfit that ambulance that is being provided. The amounts will be at the end of the proposal.

Waterloo would utilize the Marshall Fire Department when needed for lift assists, patient movement, traffic accidents and severe medical emergencies.

Waterloo at any point with the agreement of the Marshall Fire Department will be on standby when they request EMS. We would provide rehab following NFPA standards for the firefighter that are on scene if needed and be there if needed for transport, if the fire scene is a MABAS call, we would have a mutual aid service come in for coverage of the EMS area and Waterloo would be for the fire emergency only.

Waterloo follows NIMS and the protocols used is the South-Central Coalition Protocols from Aurora Medical Center Summit.

At times Waterloo may request Marshall fire members to ride along assisting with patient care or driving the ambulance with the current driving training from Waterloo. Any fire personnel that would ride with would be covered under the liability insurance.

With the agreement from Marshall Fire Department, we would give medical direction with First Aid, CPR and bloodborne pathogens. We will discuss further for EMR, EMT and AEMT for members that are not on Waterloo EMS. We encourage any Marshall Fire members to join our EMS and be trained through MATC.

With the agreement and discussion from the Marshall Police Department and Dane County Sheriff's Department we would be available for standby at no cost. EMS would be on scene for rehab or incase needed for transport. If it is a dedicated standby we would request the second unit from Waterloo to stage at Marshall Area Public Safety Building.

Waterloo EMS does not do interfacility transports and at this time there is nothing in the future to do interfacility transports.

Aurora Medical Center Summit is our Medical Direction. They make sure that we are compliant with all trainings for renewals and service licenses. At renewal the village and towns will get notice when we renew any and if requested will receive a copy verifying that we are in compliance.

Waterloo EMS uses EMS/MC for billing and follows the rules and laws for billing patients.

EMS trainings will be held mainly at the Waterloo Station unless there we have scheduled a combination training with Marshall Fire Department or Police Department. If awarded to serve, we will have a scheduled training list for at least 12 months (subject to change due to needed trainings) as we have to follow the guidelines for renewal of licenses from the state.

Communicating with the citizens, community, schools, churches and businesses will be available for events with still being available for 911 calls.

Special events will be a contract with the party requiring EMS standby. The event would have to pay for the ambulance and the staff that is being requested and we would use the third ambulance and any members that would sign up for that event. The duty crew would remain at the Marshall station for 911 calls.

If awarded to be able to serve the village and towns, the Waterloo EMS will have one dedicated ambulance and crew 24/7/365, the other two ambulances stationed in Waterloo. If a second ambulance is requested the on-duty crew from Waterloo would respond and the third ambulance crew would be on standby at the Waterloo station for the Waterloo and Marshall area.

Considerations for a 40hr/week Chief position would have to be discussed within the Three-year period to keep up with all required areas of the service, which would be an additional cost.

When Waterloo has a second ambulance request the second ambulance from Waterloo would take that call. If there is a third ambulance request, we would request the Marshall ambulance to take that call. If there is a call after that in each area, we would have to request mutual aid.

We currently have mutual aid agreements with multiple agencies. If granted we would get mutual aid agreements with Sun Prairie, Deer Grove, Lake Mills and Watertown. We also would discuss with Marshall Fire Department MABAS agreements for ambulances.

With Waterloo being an Advanced EMT service we do have paramedic intercept agreements with Watertown, Sun Prairie, Jefferson and Madison. We would request paramedic intercept for cardiac, seizure, severe medical and severe traumas patients. Waterloo used Paramedic intercept on an average 15 times a year out of an average of 367 calls in the past 5 years.

BUDGET PROPOSAL

Year 1

4 Fulltime positions – 2 week pay period, 12 hour shifts – 6 am to 6 pm, 84 hours a pay period

Probation 1 year \$20.00 per hour, annual salary \$44,520 per fulltime position. Total \$178,080

Benefits, which include health insurance, retirement, social security, longevity, income & life and injury and death benefits. Total for 4 fulltime positions \$100,500

Uniform allowance for fulltime, \$500.00 per person, Total \$2,000

Paid on call AEMT's monthly pay period, 12 hour shifts – 6 pm to 6 am, \$18.00 per hour

Total \$80,136

Paid on call Driver/EMT monthly pay period, 12 hour shifts 6 pm to 6 am, \$13.00 per hour

Total \$57,876

Trainings for Paid on call members \$10.00 per training, Total \$2,400

Meetings for Paid on call members \$10.00 per meeting, Total \$2,400

Training \$10,000

EMS Supplies \$16,000

EMS Equipment Repair \$5,000

Vehicle Maintenance \$5,000

Total \$459,392.00

Equipment and Supplies for the setup, one-time payment \$120,000

Grand total for Year 1 \$579,392

BUDGET PROPOSAL

Year 2

6 Fulltime Positions – 24 hour shifts – 112 per pay period

Pay raise \$20.86 per hour, annual salary \$61,912.48 per fulltime position. Total \$371,474.88 for 6 fulltime positions.

Benefits, which include health insurance, retirement, social security, longevity, income & life and injury and death benefits. Total for 6 fulltime positions \$155,116

Uniform allowance for fulltime, \$600.00 per person, Total \$3,600

Paid on call AEMT's monthly pay period, needed for vacation or sick time for fulltime, \$18.72 per hour, average 250 hours a year. Total \$5,000

Paid on call Driver/EMT monthly pay period, needed for vacation or sick time for fulltime, \$13.52 per hour, average 250 hours a year. Total \$3,500

Trainings for Paid on call members \$10.00 per training, Total \$2,400

Meetings for Paid on call members \$10.00 per meeting, Total \$2,400

Training \$10,000

EMS Supplies \$16,000

EMS Equipment Repair \$5,000

Vehicle Maintenance \$5,000

Grand total for Year 2 \$579,490.88

BUDGET PROPOSAL

Year 3

6 Fulltime Positions – 24 hour shifts – 112 per pay period

Pay raise \$21.69 per hour, annual salary \$64,375.92 per fulltime position. Total \$386,255.52 for 6 fulltime positions.

Benefits, which include health insurance, retirement, social security, longevity, income & life and injury and death benefits. Total for 6 fulltime positions \$167,543.09

Uniform allowance for fulltime, \$600.00 per person, Total \$3,600

Paid on call AEMT's monthly pay period, needed for vacation or sick time for fulltime, \$19.46 per hour, average 300 hours a year. Total \$6,000

Paid on call Driver/EMT monthly pay period, needed for vacation or sick time for fulltime, \$14.06 per hour, average 300 hours a year. Total \$4,300

Trainings for Paid on call members \$10.00 per training, Total \$2,400

Meetings for Paid on call members \$10.00 per meeting, Total \$2,400

Training \$12,000

EMS Supplies \$16,000

EMS Equipment Repair \$5,000

Vehicle Maintenance \$5,000

Grand total for Year 3 \$610,498.61

BUDGET PROPOSAL

Year 4

6 Fulltime Positions – 24 hour shifts – 112 per pay period

Pay raise \$22.55 per hour, annual salary \$66,928.40 per fulltime position. Total \$401,570.40 for 6 fulltime positions.

Benefits, which include health insurance, retirement, social security, longevity, income & life and injury and death benefits. Total for 6 fulltime positions \$174,712.87

Uniform allowance for fulltime, \$600.00 per person, Total \$3,600

Paid on call AEMT's monthly pay period, needed for vacation or sick time for fulltime, \$19.46 per hour, average 300 hours a year. Total \$5,900

Paid on call Driver/EMT monthly pay period, needed for vacation or sick time for fulltime, \$14.06 per hour, average 300 hours a year. Total \$4,300

Trainings for Paid on call members \$10.00 per training, Total \$2,400

Meetings for Paid on call members \$10.00 per meeting, Total \$2,400

Training \$12,000

EMS Supplies \$16,000

EMS Equipment Repair \$5,000

Vehicle Maintenance \$5,000

Grand total for Year 4 \$632,883.27

BUDGET PROPOSAL

Year 5

6 Fulltime Positions – 24 hour shifts – 112 per pay period

Pay raise \$23.45 per hour, annual salary \$69,605.53 per fulltime position. Total \$417,633.21 for 6 fulltime positions.

Benefits, which include health insurance, retirement, social security, longevity, income & life and injury and death benefits. Total for 6 fulltime positions \$181,701.29

Uniform allowance for fulltime, \$700.00 per person, Total \$4,200

Paid on call AEMT's monthly pay period, needed for vacation or sick time for fulltime, \$20.23 per hour, average 300 hours a year. Total \$6,100

Paid on call Driver/EMT monthly pay period, needed for vacation or sick time for fulltime, \$14.62 per hour, average 300 hours a year. Total \$4,400

Trainings for Paid on call members \$10.00 per training, Total \$2,400

Meetings for Paid on call members \$10.00 per meeting, Total \$2,400

Training \$12,000

EMS Supplies \$16,000

EMS Equipment Repair \$5,000

Vehicle Maintenance \$5,000

Grand total for Year 5 \$656,834.50