



VILLAGE OF WILLIAMS BAY

250 Williams Street | PO Box 580 | Williams Bay | WI | 53191 | vi.williamsbay.wi.gov

Phone: 262-245-2700

NOTICE

PROTECTIVE SERVICES COMMITTEE MEETING

WEDNESDAY, JUNE 10, 2026 AT 9:00 AM

Village Hall Council Room

250 Williams Street

Williams Bay, WI 53191

There may be a quorum of Village Trustees present, no board business will be conducted.

The meeting will be live-streamed on the Village of Williams Bay's YouTube, which can be found here: <https://youtube.com/live/y3jNU3Xl0IA?feature=share>

AGENDA

The following agenda items may be considered for Discussion, Consideration, or Action

- I. Call to Order
- II. Roll Call
- III. Discussion and Possible Action on Police Department Community Service Officer Position Description
- IV. **Closed Session.** Closed session pursuant to Wis. Stat. Sec. 19.85 (1) (e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session: Village of Fontana Fire Protection Services Options For The Village of Williams Bay
- V. **Return to Open Session**
- VI. Discussion and Possible Action on Proposal Option(s) From the Village of Fontana for Providing Fire Protection Services for the Village of Williams Bay
- VII. Adjourn

George Vlach

Protective Services Chair

Requests from persons with disabilities, who need assistance to participate in this meeting or hearing, should be made to the Village Clerk's office in advance so the appropriate accommodations can be made.

Posted: 06/05/2026 5:00 PM

Amended 6/6/2026 8:30 AM

Posted: 06/06/2026 12:00 PM

Amended 6/9/2026 8:45 AM

Posted 6/9/2026 9:00 AM

**Community Service Officer
Village of Williams Bay Police Department**

**Varied shift hours as assigned by the Department
Immediate Supervisor – On-duty Supervisor**

Purpose of Position

This is a non-sworn uniformed civilian position supporting basic law enforcement operations. Community Service Officers handle minor non-emergency calls such as animal complaints, code and zoning,, traffic control (accident scenes, road hazards, etc), found property, and enforce animal/parking/burning-Ordinances. Community Service Officers assist sworn Police Officers at special events. Community Service Officers are also required to perform first responder duties and provide basic emergency medical service. Duties are performed under general supervision of the on-duty supervisor. The Community Service Officer will also work with Code Enforcement for monitoring and reporting construction and other code enforcement issues to the Village Code Enforcement Department

Summary of Position

The Community Service Officer shall be appointed by the Chief of Police subject to the approval of the Village Board and shall be directly accountable for his or her actions and performance to the on-duty supervisor.

Essential duties and responsibilities

- Operate, with proficiency, all equipment as related to the Community Service Officer position.
- Enforce parking regulations.
- Complete all paperwork, and documents necessary to the Community Service Officer position, including, but not limited to, citizen contact forms, victim information sheets, juvenile forms, and parking citations.
- Notify parents/guardians of juveniles involved in mischief or those taken into custody.
- Conduct building and premise security inspections.
- Miscellaneous duties where a sworn police officer is not needed.
- Be able to provide essential first aid and cardiopulmonary resuscitation.

- Maintain regular, punctual and predictable attendance.
- Read manuals, policies and any other job-related documents relevant to the requirements of the Community Service Officer position.
- Brief supervisors about shift activities.
- Operate office equipment (fax, telephone, computer software, records management system and printer) to send/receive information.
- Other duties as assigned.

Qualifications of Position

- U.S. citizen, minimum age 18.
- Possess a valid driver's license.
- A high school diploma or general educational development equivalent.
- Ability to perform essential functions of the position and to use standard law enforcement booking room equipment.
- Must pass all required testing, interviews, and any other promotional requirements set by Department Policies and Procedures.

Date Approved by Village Board:

Date Posted:

Date Effective:

Fire Services Proposals -- April 2026

Village of Fontana

	Options				
	1	2	3a	3b	3c
Existing Fire/Rescue/Dive Expenses	\$154,608	\$0	\$0	\$0	\$0
EMS Expense (budgeted)	\$1,047,644	\$1,047,644	\$1,047,644	\$1,047,844	\$107,644
Fontata Fire Charge	\$123,513	\$135,775	\$141,501	\$177,467	\$239,686
Subtotal	\$1,325,765	\$1,183,419	\$1,189,145	\$1,225,311	\$347,330
Delete Rescue/Dive	\$73,182	\$0	\$0	\$0	\$0
2% Dues (revenue retained by WB)	\$45,000	\$45,000	\$45,000	\$45,000	\$45,000
Total	\$1,207,583	\$1,138,419	\$1,144,145	\$1,180,311	\$302,330
Add to budget	\$50,331	-\$18,833	-\$13,107	\$22,859	\$85,078

Option 1: Fontana supplements WB as current

Option 2: Fontana provides WB Fire services from Fontana Stations

Option 3a: Fontana provides WB fire services from WB Station

Option 3b: Fontana provides WB fire services from WB station, increased staffing

Option 3c: Fontana provides WB fire services from WB station, increased staffing

Assumptions

WB fire, rescue and dive expenses are eliminated



FONTANA FIRE DEPARTMENT

VILLAGE OF WILLIAMS BAY REQUEST FOR PROPOSAL FOR FIRE SERVICES



COMMUNITY DRIVEN | PROVEN SERVICE | STRONGER TOGETHER



FONTANA FIRE DEPARTMENT

190 FONTANA BVD / PO BOX 200
FONTANA, WISCONSIN 53125

The following response provides detailed explanations, supporting documentation, and recommendations for service delivery by, or in combination with, the Fontana Fire Department.

TABLE OF CONTENTS

1. <u>Cover Letter</u>	1
2. <u>Department Background and Statement of Staff Experience</u>	2
3. <u>Scope of Required Services - Executive Summary</u>	6
<u>A. Governance and Oversight</u>	6
<u>B. Organizational Structure</u>	7
<u>C. Level of Service</u>	8
<u>D. Professional / Paid-on-Call / Volunteer Staffing Methods</u>	10
<u>E. Future Growth and Intergovernmental Partnerships</u>	12
<u>F. Equipment / Vehicles</u>	13
<u>G. Facilities</u>	15
<u>H. Department Inventory</u>	16
<u>I. Operations</u>	16
<u>J. Implementation & Recommendations</u>	18
<u>Option 1 - Working in Partnership with Williams Bay Fire Department</u>	19
<u>Option 2 – Fontana Provides Fire Protection from Fontana Fire Station</u>	19
<u>Option 3 – Fontana Provides Fire Protection from Williams Bay and Fontana</u> ...	20
<u>Conclusion</u>	22
4. <u>References</u>	23
5. <u>Cost Proposals</u>	24
Appendices & References	
<u>Appendix A – Fontana Fire Department Roster</u>	25
<u>Appendix B – Local 580 Support Letter</u>	26
<u>Appendix C – Walworth Township Support Letter</u>	27
<u>Appendix D – Fontana Equipment</u>	29
<u>Appendix E – Cost Proposal Budget Summaries</u>	31
<u>Cited References</u>	39



FONTANA FIRE DEPARTMENT

190 FONTANA BVD / PO BOX 200

FONTANA, WISCONSIN 53125

Phone 262-275-2131 Email: Firehouse@vi.fontana.wi.gov

1. COVER LETTER

April 19, 2026

Village of Williams Bay Board
c/o Village Administrator David Lothspeich
250 Williams Street / P.O. Box 580
Williams Bay, WI 53191

Dear Members of the Village of Williams Bay Board,

On behalf of the Fontana Fire Department, I am pleased to submit our response to the Village of Williams Bay Request for Proposal for Fire Services. We appreciate the opportunity to present our qualifications, organizational structure, and service delivery options for consideration as Williams Bay evaluates the future of its fire protection and prevention.

The Fontana Fire Department is a highly trained, combination fire and EMS organization staffed by full-time, part-time, and paid-on-call personnel. Over the past decade, we have successfully expanded our service model through intergovernmental agreements, including our ongoing emergency services with Williams Bay and Walworth Township. These partnerships reflect our commitment to regional cooperation, operational efficiency, and high-quality emergency preparedness and response.

The Fontana Fire Department is supported by a strong local governance structure, experienced leadership, and a proven staffing model that is fully capable of meeting the requirements outlined in the RFP. We recognize the importance of Williams Bay's unique characteristics, and our proposal reflects these considerations to provide a scalable framework designed to adapt to changing service demands while maintaining a high standard of public safety.

The Fontana Village Administrator, Theresa Loomer, can be contacted for price and contract inquiries. Chief Manthy can be contacted with technical questions.

Theresa Loomer - Fontana Village Administer

tloomer@vi.fontana.wi.gov

Phone: (262) 275-6136 Fax: (262) 275-8088

Richard Manthy Jr.-Fontana Fire Chief

rmanthy@vi.fontana.wi.gov

Office: 262-375-2131 Cell: 847-302-5944

Thank you for your consideration of our proposal. We look forward to the opportunity to discuss our submission further with the Village Board, committees, and staff.

Respectfully submitted,

Richard Manthy Jr

Fire Chief - Fontana Fire Department

2. DEPARTMENT BACKGROUND AND STATEMENT OF EXPERIENCE

The following is an overview of Key Fontana Fire Department personnel including all Fontana Fire Officers. Information is limited to personal achievements, formal certifications and significant accomplishments.

CHIEF OFFICERS

Name and rank – Richard Manthy Jr. – Fire Chief

Length of Service with Fontana FD – 12 Years

- 2014-2022 Paid-on-call Firefighter Paramedic
- May-2022 - Deputy Chief
- October 2023 - Interim Chief & Oct 2024- Fire Chief

Previous Fire Department / EMS Experience:

- Arlington Heights IL Fire Dept -1999 to Present (108 sworn firefighters) Battalion Chief (2022-Present), Division Chief (2017-22), Lieutenant (2011-17), Engineer (2007-11), Firefighter Paramedic (1999-07), Fire Academy Instructor (2001-15)
- Mercy Hospital - 2015-present - Basic, Pediatric and Advanced Life Support Instructor
- Salem WI Volunteer Fire Department 1986-1998 – Firefighter/PM – EMS Assistant Chief

Education

- *Associate's Degree in Fire Science (Presidential Scholar)*-Oakton College, Des Plaines, IL
- *Bachelor of Science in Business Management* - University of WI Parkside, Kenosha, WI
- *Graduate Certificate in Public Administration* – Northern Illinois University, Dekalb, IL

Certifications - WI Firefighter II, WI Motor Pump Operator, WI EMS Instructor, WI Fire Inspector, WI Paramedic, CPR Instructor, ACLS, PALS Instructor, Incident Safety Officer
IL Certifications - Instructor I & II, Officer I & II, Chief Fire Officer (CFO), and Fire Apparatus Engineer.

Biography – Started in the fire service in 1986 as an Explorer Scout for Salem Volunteer Fire Department. Experience in working with small volunteer, mid-sized combinations, and large urban fire departments. Worked on fire or EMS services in Walworth County since 1992.

Strong commitment to training, education, and firefighter mental health. State of Illinois advisory committee on mental health, Illinois Fire Chiefs Association legislative committee, and currently serves as a Board member for Ascension Behavioral Health in Arlington Heights.

Fontana FD Officer Background

Name and Rank – Jon Kemmett - Deputy Chief

Length of Service with Fontana FD – 43 years - Started January 3, 1983; Captain 1986-1991, Assistant Chief 1991-1994, Chief 1994-2008, Assistant Chief 2008-2025, Deputy Chief 2025-Present. Started Fontana EMS April 2004, Captain – Intermittent Chief 2007-2013 when departments combined.

Previous Fire Department Experience - City of Beloit FD – Full-time 1996 – 2015 (retired) Went through the ranks of firefighter, Motor Pump Operator, and Acting Lieutenant. Wisconsin Task Force 1 (WITF 1) Urban Search and Rescue Team 2008 – present. Fire Instructor Blackhawk Technical college 2010 - 2020

Education – Blackhawk Technical College classes on Fire Department Management, & Personnel Management

Certifications – Wisconsin Firefighter 3, Wisconsin Fire Officer 1, Wisconsin AEMT, NIMS 300, Numerous classes, trainings, and seminars on all aspects of the fire and EMS service.

Biography – Started with the Fontana Fire Department in January of 1983 after being asked to join by a current member and wanting to help my community. Joined Fontana EMS in April of 1984. With both departments I immediately attended classes obtaining my WI Firefighter 1 and EMT Basic. I worked my way up through the ranks of both organizations to the position of Chief. I Worked for the City of Beloit WI Fire Department for 21 years, retiring in 2015 as an Acting Lieutenant. During my time with Beloit FD started with newly formed Wisconsin urban search and rescue team WITF 1, which I am still active with today. Prior to joining in 1983 I was very active in Scouting obtaining the Rank of Eagle Scout. Later after being in the fire department, I helped start an Explorer Post for young people interested in firefighting and EMS.

Name and rank – Peter Ackman – Assistant Chief

Length of Service with Fontana FD – 18 Years - May 2008

Certifications – Fire Fighter 1, Advanced Open Water Diver, CPR-AED, ICS 100, 200, and 700.

Biography – I have been a dedicated member of the Fire Department since joining in May 2008. Having lived and worked in Fontana, Williams Bay, and Walworth Township my entire life, I have a deep-rooted understanding of the area and its residents.

Over my nearly two-decade career, I have witnessed the department’s significant evolution, playing an active role in its successful transition from a Paid-on-Call (POC) organization to a full-time professional department. This first-hand experience during the department's growth has fueled my commitment to its continued success. I have a unique perspective on the department’s history and a personal stake in its future. I remain dedicated to ensuring the department continues to provide the highest level of service to the communities that raised me.

Fontana FD Officer Background

CAPTAINS AND LIEUTENANTS

Name and Rank – Zachary J Budill - Duty Crew Captain

Length of Service with Fontana FD – 7 years - Starting in August of 2019

Previous Fire Department Experience - City of Lake Geneva Fire 2010-2015, Potosi MO Fire and EMSS 2015-2018, Paramount Private ambulance service, 2015-2018,

Education – Technical Diploma Paramedic, Gateway Technical College.

Certifications – Firefighter I, Firefighter II, NREMT Paramedic, Fire Officer I, Fire Officer II, Fire and Emergency Services Instructor I, WI Paramedic, ACLS, PALS, CPR Instructor, WI Driver/Operator-Pumper.

Biography – Currently, I am an experienced fire service professional with over 16 years of dedicated service in fire prevention, emergency response, and life safety operations. Currently, in my role as Captain with the Fontana Fire Department, I am responsible for delivering high-quality fire protection services, ensuring compliance with regulatory standards, and supporting mission-critical emergency preparedness initiatives. As a resident of the Geneva Lake area for 30 years, I couldn't be prouder of our services and what we can provide to the residents that I call neighbors, friends, and Family.

Name and rank – Stanton Livingston – Paid-On-Call Captain

Length of Service with Fontana FD – 12 Years – March 2014

Previous Fire Department Experience 4 years with the naval crash and salvage crew aboard the USS Nimitz CVN—68, 15 years with The Bennington Fire department. (Lieutenant for last 6 years)

Education – Some College Courses

Certifications – Fire 1, Hazardous Material Awareness, Hazardous Material Decontamination, Incident Safety Officer,

Biography – I am married with 4 kids, Twin boys and two girls, I was in the military and served aboard the USS Nimitz CVN-68 aircraft carrier. I have owned a Landscaping/Construction company since 1999. I enjoy spending time with my family and anything that has to do with being outdoors.

Fontana FD Officer Background

Name and rank – Cody Heindl – Duty Crew Lieutenant

Length of Service with Fontana FD – 11 Years - November 2015

Previous Fire Department Experience – Prior to joining the Fontana Fire Dept. I did a stint as an Intern at the Town of Madison

Education – Enrolled in associate's degree in fire science at Gateway technical College. Completed EMT and Advanced EMT at Gateway technical college.

Certifications – Firefighter 1, Firefighter 2, Motor Pump Operator, Fire Officer 1, Fire Officer 2, Instructor 1, Emergency Service Instructor 2, Live Fire Instructor, WI Advanced EMT

Biography –I am a Lieutenant/AEMT with the Fontana Fire Department, where I have served since 2015. As a fourth-generation firefighter, I take great pride in the fire service/ emergency medical field and am committed to continually improving myself both educationally and skill-wise to provide the highest level of service and care to the communities I serve.

Throughout my career, I have had the opportunity to witness the department's growth from a POC agency supplemented by contracted EMT/Firefighters into the professional organization it is today. I am proud to have been part of that transformation and am excited to see the department continue to grow as we strive to protect and serve our communities to the best of our abilities.

Name and rank – Erik Olsen – Duty Crew Lieutenant

Length of Service with Fontana FD – 3.5 Years

Previous Fire Department Experience - I have been in Fire and EMS since 2004. 22 years total

Education – Paramedic through Mercy Health and Critical Care through the University of Baltimore Maryland. Currently enrolled in UW Milwaukee for Community Paramedic

Certifications –Critical Care Paramedic, WI Fire 1, Fire 2, MPO, Officer 1, Officer 2, Instructor 1

Biography – Critical Care Paramedic and Firefighter active in the fire service since 2004 and worked in or around Walworth County since 2007. Passionate about teaching and serves as an instructor for Brew City Fools along with being a training Officer in Fontana. I am also still a volunteer in my hometown fire department.

3. SCOPE OF REQUIRED SERVICES

EXECUTIVE SUMMARY

Williams Bay and Fontana-on-Geneva Lake have already built a strong working relationship through their collaboration on emergency medical services, and we believe this partnership would be further strengthened by including fire service. Section J, “Implementation,” outlines several options for fire service delivery to Williams Bay, all of which provide flexibility to utilize existing full-time and part-time staff to deliver fire services alongside current EMS functions.

- Option 1 - Working in partnership with Williams Bay Fire Department, Fontana would co-respond with Williams Bay Fire on all fire incidents in the same manner as the current mutual aid agreement.
- Option 2 – Fontana provides Williams Bay fire service from the Fontana Fire Station. EMS operations would operate from Williams Bay, and fire apparatus would respond from Fontana.
- Option 3 – Fontana provides Williams Bay fire service from both Fontana and Williams Bay fire stations. Williams Bay fire station personnel would respond with the ambulance or fire apparatus based on the call type; the Fontana fire station would supplement additional resources as needed.

Fontana Fire Department identifies “Option 3” as the approach that would best serve Williams Bay residents and businesses by establishing a unified Fire and EMS Department operating from both the Williams Bay and Fontana fire stations.

Several cross-staffed fire and EMS models are included under option 3. The first, option 3A, maintains current staffing of two 24-hour personnel in Williams Bay and has the least impact on Williams Bay’s current fire budget. If selected to provide fire service, Fontana recommends expanding future Williams Bay staffing to include a third position during the daytime hours or on a 24-hour basis (Options 3B & 3C).

A. GOVERNANCE AND OVERSIGHT

Fontana Fire Department has been serving the Village of Fontana and neighboring communities since 1930, transitioning from separate fire and rescue organizations to a combined municipal fire department. The Fire Department reports to several layers of local governance to provide effective and transparent structure.

- Village of Fontana-on-Geneva Lake Committees
 - Protection Committee- Oversees policies and regulatory control.
 - Finance Committee - Responsible for budgetary oversight.
 - Human Resources Committee – Personnel items not covered by Police & Fire Commission.
 - Emergency Management Committee – Responsible for Fontana’s Emergency Response Plan.
- Fontana Village Administrator – The Fire Chief reports directly to the Village Administrator who implements policies set by the Village Board, ensures that the department operates within municipal regulations, oversees the fire department budget, and assists with strategic planning. Holds Monthly department head meetings with Police, Fire, Public Works, Planning, and Library representatives.
- Fontana Village Board - Serves as the governing and policy-setting authority over the Fire Department. Its role is high-level focused on oversight, funding, and accountability.
- Fontana Police and Fire Commission (PFC) – An independent body created to ensure the Fontana police and fire departments are staffed and managed in accordance with Wisconsin statutes. Its authority is separate from the Village Board focusing on oversight related to hiring, promotions, and discipline.

- Joint Emergency Services Committee – Provides review and comments regarding current and future fire and EMS budgets and expenditures. The committee is made up of two representatives from Fontana, two representatives from Williams Bay, the Fontana Fire Chief, and one representative from Walworth Township.
- Fontana / Williams Bay Joint Board Meetings – Fontana and Williams Bay Village Boards meet regularly to review EMS operations and budget status. Fontana FD provides monthly reports with response data, department updates, staffing summary, and EMS response information.
- Fontana Fire Chiefs routinely attend Village Board and Committee meetings for all jurisdictions served by the Fontana Fire Department. Chief officers also attend Walworth County governance meetings and are active in Mutual Aid Box Alarm System (MABAS) Division 103.

Williams Bay Considerations - The following would be would be additional governance and oversight for Williams Bay fire service delivery under options 2 and 3.

- Fontana Fire Department will provide full responsibility for Williams Bay fire services.
- The Joint Emergency Services committee language from the EMS IGA would be added.
- The Fontana Fire Department and Fontana Fire Chief would be recognized as the authority having jurisdiction for Williams Bay Fire service delivery.
- Fontana to deliver regular reports including:
 - Response data and performance metrics.
 - Staffing updates.
 - Budget and cost tracking.
 - Fire inspections and short-term rentals.
- Fontana to participate in Williams Bay joint governance structure, including, but not limited to:
 - Village Board and committee meetings.
 - Joint Emergency Services Committee representation.
 - Participation in Williams Bay planning commission meetings.
 - Ensure transparency, accountability, and intergovernmental coordination.

B. ORGANIZATIONAL STRUCTURE

The Fontana Fire Department follows a para-military structure with several layers of fire department officers. Span of control is designed to have each officer responsible for no more than six personnel.

Chief Positions (3)

- Fire Chief - Oversees all department operations- part-time salaried position (30 hours/week)
- One Deputy Chief – Hourly part-time assigned to weekdays that the Chief is not in the office.
- One paid-on-call (POC) Assistant Chief - Responds direct from home/work to emergency incidents and serves as incident command or support on emergency incidents.

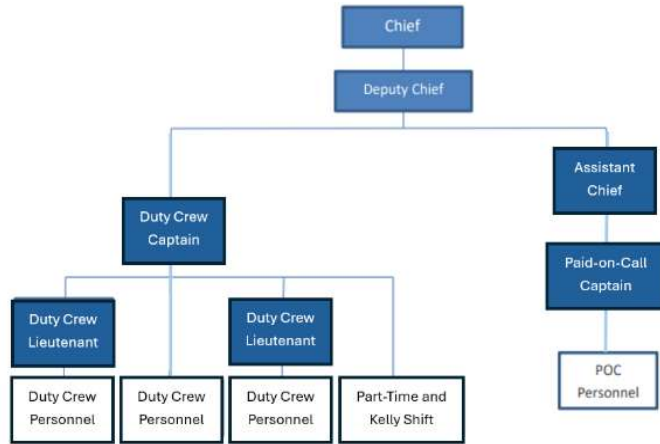
Captains and Lieutenants (4)

- One POC Captain - Responds directly to emergency incidents and is responsible for uniforms.
- One full-time Duty Crew Captain assigned to a 24-hour shift; oversees shift personnel and Lieutenants. Manages scheduling, station operations, technology, and onboarding.
- Two full-time Duty Crew Lieutenants manage daily 24-hour shift operations (up to six staff), with one overseeing EMS/reporting and the other handling fire training, apparatus, and equipment.

Mutual Aid Officers - Fontana Fire works closely with Williams Bay, Walworth, and Delavan Township to provide additional officers as needed. MABAS also automatically dispatches Chiefs to larger incidents.

Fontana FD Organizational Chart

Fontana Fire Department’s organizational and job descriptions Policy (P-100.1) clearly defines fire department chain of command and structure. The Fontana Fire Department has separate job descriptions for each full-time, part-time, and paid-on-call position within the organization. Span of control is limited to no more than six personnel working under one supervisor.



Williams Bay Considerations –One additional POC Assistant Chief and potential of up to two additional POC officers could be added under options 2 and 3.

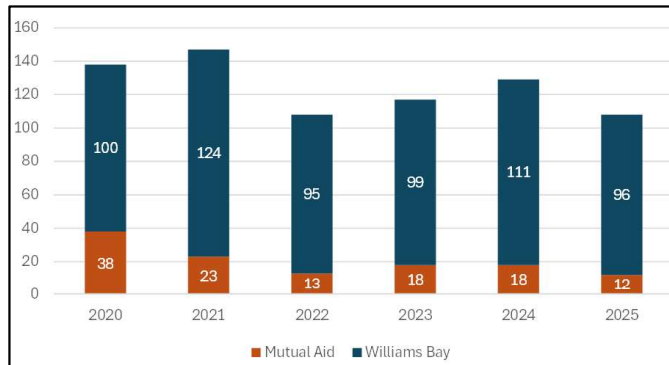
- Lateral officer transfers from Williams Bay would be considered based on recommendations from the Village of Williams Bay.
- Hiring and promotions would be required to follow the Fontana hiring policies and Police and Fire Commission promotional requirements.
- Additional Officers would receive an on-call stipend of five hours of pay per week.

C. LEVEL OF SERVICE

Williams Bay Fire Department averages 104 fire incidents annually within the village, along with 20 mutual aid responses to other municipalities, based on five-year Walworth County Dispatch data (excluding EMS incidents). Fontana Fire Department has the resources to provide effective fire protection services to Williams Bay, with capacity to expand as needed.

Williams Bay Fire Incidents 2020-2025

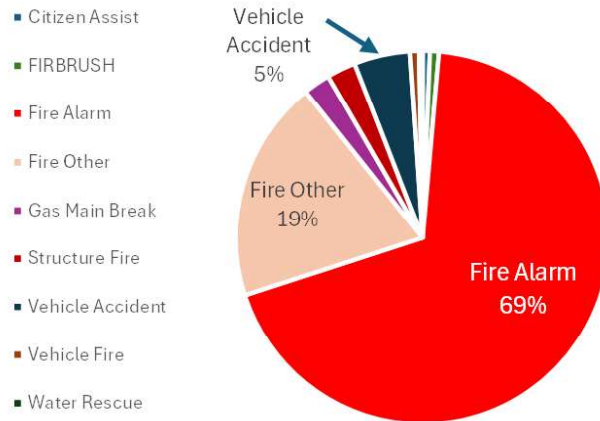
YEAR	Mutual Aid	Williams Bay	Total
2020	38	100	138
2021	23	124	147
2022	13	95	108
2023	18	99	117
2024	18	111	129
2025	12	96	108



Fire incidents in Williams Bay are primarily fire alarms (69%), other fire-related calls such as dumpster fires, odor investigation etc. (19%), and vehicle accidents (5%). These incidents are typically handled by a single unit with two to three personnel over 30–45 minutes. Full-time and part-time staff from the Williams Bay or Fontana stations can consistently manage these calls without relying on paid-on-call personnel or mutual aid, while maintaining the ability to handle additional incidents within the Fontana FD response area.

2020-2025 - WB Incident Types

Dispatch CFS Code	Total Incidents	Percentage
Fire Alarm	439	68.6%
Fire Other	123	19.2%
Vehicle Accident	31	4.8%
Structure Fire	16	2.5%
Gas Main Break	15	2.3%
Brush Fire	5	0.8%
Vehicle Fire	5	0.8%
Citizen Assist	4	0.6%
Water Rescue	2	0.3%



Use of Mutual Aid - Large incidents requiring additional apparatus and personnel would be supplemented by paid-on-call staff or by recalling full-time and part-time personnel. In rare cases, automatic aid, mutual aid, or the Mutual Aid Box Alarm System (MABAS) would be utilized.

A recent example is a Fontana structure fire on April 8, 2026. The initial dispatch included all Fontana fire resources, along with engines from Williams Bay, Walworth, Hebron and Lake Geneva, three additional Chiefs, and an ambulance from Elkhorn to provide EMS on scene. Fontana responded with 18 firefighters, EMTs, and officers, staffing one ambulance, three fire apparatus, and the fire boat.

Insurance Service Organization (ISO) – CLASS 3 – Fontana Fire earned a Class 3 ISO rating in 2023 on a scale of 1 to 10, with 1 being the best and 10 the worst. Class 3 departments are generally considered high-performing, well-equipped, and capable of effectively handling serious fires (Elmore, 2025). ISO ratings are commonly used to help establish commercial fire insurance rates, with some insurers also applying them to residential properties (WIDSPS, 2025). Fontana Fire would work to improve Williams Bays ISO rating.

Williams Bay Considerations – Williams Bay faces several current and emerging challenges in fire service delivery. Fontana Fire would address these through robust fire inspection, public education, and community risk reduction programs, and has experience in providing planning input with the Fontana Plan Commission team. The following examples are areas with a potential impact on fire protection for Williams Bay.

- Preserve Development – The planned transition of 137 acres of the former George Williams College into a combined nature preserve and resort.
- Downtown Master Plan – Ongoing comprehensive planning for downtown Williams Bay, with several completed projects, will continue to shape emergency service demands.
- Kishwauketoe Nature Preserve – Requires support for natural area protection, large events, wildland response, and medical calls in remote locations.
- Residential Developments – Recent large-scale housing growth requires awareness of evolving construction types, water supply considerations, and resource deployment.
- Williams Bay Public Schools - Fontana Fire already provides services to area schools and offers a strong public education program, including fire extinguisher training, fire safety classes, CPR/first aid, and safety outreach for both students and staff.
- Geneva Lakefront – Fontana maintains extensive water-response capabilities and regularly trains for water-related and on-shore emergencies.

The 2024 Public Administration Associates study relied on Wisconsin Department of Administration population projections to estimate minimal growth for Williams Bay and Fontana (PAA, 2024). Based on the factors outlined above, actual growth may exceed these projections, and Fontana has the resources to remain flexible in meeting increased service demands.

Table 3. Combined Fontana and Williams Bay populations

Year	Current permanent population	2040 population projection
Permanent	4,864	5,621
Seasonal	11,389	12,391
Total Peak Population	16,253	18,012

D. PROFESSIONAL / PAID-ON-CALL / VOLUNTEER STAFFING METHODS

Fontana Fire Department’s 40 members function as a combination of career, part-time, and paid-on-call personnel, providing daily staffing of five 24-hour positions and a sixth daytime position, supplemented by paid-on-call staff. A roster of Fontana personnel, including year of hire and certifications, is included as “Appendix A”. The following is a breakdown of Fontana FD’s current and new-hire personnel:

- Chief Positions – The Chief and Deputy Chief split weekday office hours from 9 am to 5 pm. The Assistant Chief is a paid-on call position responding from home or work.
- 13 Full-time Positions – Daily staffing of four 24-hour positions (365 days/yr).
 - Ten firefighter paramedics and three firefighters EMTs / Advanced EMTs.
 - Twelve assigned to one of three 24/48 hours off shifts.
 - One assigned as Kelly Shift – Two 24-hour shifts per week.
- Two Permanent Part-time Positions - Assigned to a full-time shift, with an emphasis on weekend coverage; working three 24-hour shifts per two-week period (36 hours/week).
- Six Part-time Personnel – Required to be Fire and EMT certified.
 - Minimum requirements of 30 hours per month.
 - Shift options include day (7 am to 5 pm) and night positions (5 pm to 7 am).
- 16 Paid-on-call Personnel - POC members respond to the station as needed and may work part-time hours if qualified. Several EMT POC members are full-time college students who work part-time during the summer months.
 - One POC Captain.
 - Nine Firefighters / Firefighter EMT’s.
 - Five EMS only certified personnel (EMT / Advanced EMTs).

Daily In-Station Staffing - Current minimum daily staffing is three firefighter/EMS personnel per day with at least two certified paramedics. Minimum staffing will be increased to four per day once current new hires have completed the onboarding process. The following is a breakdown of how in-station staffing is assigned.

FONTANA FD DAILY STAFFING HOURS							Total Hours
	#1 (24 Hr)	#2 (24 Hr)	#3 (24 Hr)	#4 (24 Hr)	#5 (24 Hr)	#6 (8-10 Hr)	
Daily Scheduled Hours Summary	Full-Time FF/PM	Full-Time FF/PM	Full-Time FF/EMT	Full-Time FF/EMT	Part-Time Day/Night	Part-Time Day	
Monday - Friday	24	24	24	24	24	8 (Chief)	128
Saturday & Sunday	24	24	24	24	24	10	130

Five-Year Historical Staffing Model - Fontana has been providing full-time 24-hour staffing since 2018 with gradual increases to meet service delivery to Williams Bay and Walworth Township. The following is a summary of scheduled hours from 2022 through April, 2026.

FONTANA FD 5-YEAR HISTORICAL STAFFING MODELS				
Year	Scheduled Hours	Average Daily Hours	Staffing Model	C changes from Previous Year
2022	18,457	51	Full Time - Two 24-hour per day Part-time - Chief 20 hours / week	No change from 2021
2023	36,176	99	Full Time - Three / Four 24-hour per day Part-time - Chief 30 hours / week	Three 24-hour positions in January transitioning to four 24-hour positions by mid-2023.
2024	38,393	105	Full Time - Four 24-hour per day Part-time -Daytime 3-4 days per week	Addition of part-time day positions- 7 days/week over summer and 3 days/week off season
2025	42,741	117	Full Time - Four 24-hour per day Part-time -Daytime (7 days per week)	Part Time day position Increased to 7 days/week (year round) with second day position on weekends
2026	14,659	122	Full Time - Four 24-hour per day Part-time -24 hour & days positions	24-hour part-time position added with implementation of permanent part-time positions

Ability to Attract and Retain Firefighters – Recruiting volunteer (POC) firefighters and EMS personnel has been increasingly difficult over the past 10 years for both Fontana and Williams Bay due to a combination of demographic, economic, and operational factors. Fontana FD has addressed these challenges by implementing full-time and part-time staffing models, while maintaining a POC base, and developing strong partnerships with Williams Bay and Walworth Township.

Fontana has been fortunate in maintaining and recruiting a core group of paid-on-call personnel while adding full-time and part-time coverage. This level of integration is uncommon in the fire service, as paid-on-call engagement often declines or altogether eliminated following the transition to full-time staffing models.

Fontana maintains an open hiring policy for paid-on-call personnel residing within 15 miles of the Fontana Fire Department and currently fully staffed for full-time and part-time positions. Fontana completed a hiring process in January 2026, resulting in 12 qualified applicants. The hiring list is effective through March 2027, with two accepted offers for employment.

Utilization to Meet Coverage Requirements – Fontana Fire Department serves Fontana, Williams Bay, and Walworth Township as one unified system, rather than independent entities sharing resources. The goal for emergency service delivery is to deploy all personnel and apparatus based on need and proximity, not jurisdictional boundaries. This has been successful in responding to second and third simultaneous incidents.

Paid-on-call, part-time, and off-duty full-time staff supplement on-duty personnel when necessary. Fontana’s current staffing model effectively meets the needs of all municipalities served. The Village of Fontana has no current plans to seek additional referendum funding to maintain dependable emergency services.

Fontana operates as a cross-staffed agency, with most personnel serving in both fire suppression and EMS roles. This structure provides a flexible, capable, and cost-effective emergency response system that can adapt to changing service demands while significantly reducing reliance on mutual aid assistance.

Union Working Relationship - Fontana’s full-time firefighter and EMS employees voted to organize in 2023, and the Village entered into a Collective Bargaining Agreement effective from 2024 to 2026 as associate members of the Janesville International Association of Firefighters Local 580. The Village and Department administration maintain a strong working relationship with the Local and view the union as enhancing employee relations while contributing to a higher level of professionalism.

Local 580 has endorsed Fontana Fire Department's proposed fire service coverage for Williams Bay, highlighting several benefits of utilizing union firefighters ([Appendix B](#)).

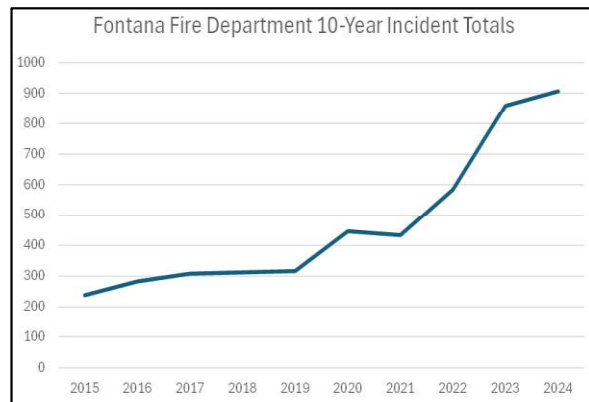
Williams Bay Considerations – Williams Bay paid-on-call personnel encouraged to apply with Fontana (15-mile residency restrictions would apply). Applicants would follow the Fontana hiring process (criminal/medical background checks and Police and Fire Commission approval). Additional staffing considerations are included under Section J. “Implementation”.

E. FUTURE GROWTH

The Fontana Fire Department has successfully navigated significant changes over the past ten years by adapting fire and EMS operations and implementing collaborative intergovernmental agreements with Williams Bay for EMS services and with Walworth Township for fire and EMS services. Fontana has remained resilient by adjusting staffing models and equipment to meet these challenges, including transitioning from contracted EMS services to employing full-time and part-time municipal staff.

Impact on Williams Bay Fire Protection Needs

One way that Fontana and Williams Bay effectively met service delivery needs was through public support of joint referendum funding and the implementation of cooperative agreements with neighboring communities. The Fontana Fire Department is confident that the current working relationship for emergency medical services with the Village of Williams Bay can be readily expanded to include fire services. The existing cross-staffed personnel funded by Williams Bay will further enhance the effectiveness of a cohesive and integrated emergency service delivery model.



Rapid growth of any organization can be both beneficial and potentially challenging if not managed properly. Over the past year and a half, Fontana Fire has carefully prepared for, and implemented, expanded service to Walworth Township while maintaining the highest level of service across all communities served. Fontana considers its primary service area the highest priority and works to ensure that mutual aid is truly “mutual”. Fontana FD rarely requires mutual aid for routine responses but does utilize neighboring departments for Chief officer responses and larger incidents such as structure fires.

Village of Walworth – In addition to Williams Bay, Fontana Fire also maintains a strong working relationship with the Walworth Fire Department. In 2025, the Fontana Village President, Village Administrator, and Fire Chief met with their counterparts in the Village of Walworth to discuss current and future collaboration. The meeting confirmed that the Walworth Fire Department has no current plans to pursue partnerships with neighboring communities and will continue operating as a stand-alone fire department for the foreseeable future. A successful fire referendum in 2025 has already contributed to increased stability in service delivery.

Fontana has a long-standing agreement with the Village of Walworth for Paramedic intercept services which was utilized 16 times in 2025. Paramedic intercepts require a single paramedic to respond and provides expanded advanced life support experience for Fontana FD personnel while addressing the ongoing competition for limited Paramedic employees in Walworth County.

Delavan Township— Soon after approving the Walworth Township IGA, Fontana Fire Department reached out to Delavan Township Fire Department to improve response coverage for the northwest portion of the Township. Those discussions resulted in an intergovernmental agreement assigning primary coverage to a small area of Walworth Township and establishing a dual response area including Inspiration Ministries and Faith Christian School.

Fontana Fire’s working relationship with Delavan Township Fire in this dual response area has been highly effective, and there is potential to amend the current agreement if Fontana FD is selected to provide fire service to Williams Bay. Fontana Fire can manage routine fire incidents in Williams Bay and could utilize resources from Delavan Township for larger incidents such as structure fires or mass casualty events.

Walworth Township – Fontana entered into an intergovernmental agreement with Walworth Township in 2024 for Fire and EMS protection effective January of 2025. The Walworth Town Board is supporting Fontana Fire Department expanding services to Williams Bay. Walworth Township further understands that there may be increases in contributions to expanding services to all municipalities served by Fontana FD. A letter supporting fire services to Williams Bay was provided by Walworth Township and their Board approved support at their 4/21/26 meeting ([Appendix C](#)).

F. EQUIPMENT / VEHICLES

Fontana Fire Department provides a highly reliable and well-equipped fleet of fire apparatus, complemented by strong water response resources, delivering a level of service that can fully support and enhance fire protection for the Village of Williams Bay. The following is a summary of Fontana’s apparatus.

FONTANA FIRE APPARATUS LIST	
FIRE APPARATUS	
QUINT 371	2014 Pierce Quint 75' 2000GPM 500gal with Class B Foam & Extrication
BRUSH TRUCK 371	2016 Ford 350 Brush Rig 125gal 2800 PSI Skid with Wildland Foam
SQUAD SQD 371	2007 Rosenbauer Engine 2000 GPM 500gal with Class B Foam Rear Mount & Extrication
ENGINE ENG 371	2000 Pierce Lance Engine 2000 GPM 1000gal with Class B Foam
TENDER TND 371	2003 US Tanker / Kenworth 2100 Gal Tender
EMS	
ALS AMBULANCE MED 371	2018 Horton Dodge Ambulance
ALS AMBULANCE MED 372	2008 Chevrolet Lifeline Ambulance
ALS AMBULANCE MED 373	2023 Chevrolet Demers Ambulance
BLS AMBULANCE - AMB 374	2004 Ford Reserve Ambulance - Shared with Walworth Fire Department
ALS INTERCEPT / CAR 371	2023 Chevrolet Tahoe
WATER RESCUE	
BOAT 371	2005 Lake Assault 28 FT Boat 1500 GPM -FLIR, & Side Scan Sonar
AIR BOAT 373	2018 MRA Air Boat 22', Enclosed Cabin, FLIR, Side Scan Sonar, JIB Crane
ROV	2020 Remotely Operated Vehicle SRV8 Video & Sonar Equipped with Grabber Arm.
TOW FISH SONAR	2023 Marine Sonic 1800 khz Tow Fish Sonar
SPECIAL EQUIPMENT	
SPECIAL OPERATIONS TRAILER	12' Atlantic Special Ops Trailer with soft shell boat, dive gear and assorted rescue equipment.
UTILITY VEHICLE	2026 Can-am 6 X 6 UTV with water tank, pump, and brush fire equipment

- Engines – Fontana’s fire engines (quad and engine) are in good working order and pass annual testing. Squad 371 is equipped with a system for filling self-contained breathing apparatus bottles on the scene of emergency incidents and serves a mobile command post. Engine 371 is equipped with an on-board foam system and 1000 gallons of water. Fontana has a replacement Engine ordered with Custom Fire out of Osceola WI for a Sutphen fire engine with 1,500 gallons of water, a 2,000-gpm pump and on-board foam system (2028 Delivery).
- Quint – In the fire service a “quint” is a versatile ladder truck with a pump, water tank, fire hose, an aerial device (ladder), and ground ladders. Fontana specifically chose a quint over a traditional ladder truck for its versatility and ability to function in limited access subdivisions commonly found in Fontana and Williams Bay.
- Tender– Walworth Township is required to supply one Tender for Fontana operations.
- Brush Fire Apparatus – Fontana has a pickup truck and recently took delivery of a 2026 6X6 utility vehicle (also supplied by Walworth Township) for grass fires and access to remote locations. Both have water and pumping capabilities.
- Water and Specialty Rescue – Fontana is well equipped for Williams Bay water incidents including a fire boat which is staged at the Abbey Harbor, an air boat for winter operations, and a multitude of advance water rescue equipment (ROV and towable sonar). The fireboat is equipped with a 1500-gpm pump for on-water and lakefront fire operations in addition to water rescue events. Fontana also has an enclosed trailer for water rescue and technical rescue equipment.
- EMS Apparatus - Fontana has four ambulances; three paramedic level ambulances (one provided by Williams Bay) and one EMT level ambulance shared with the Village of Walworth. A 2023 Tahoe functions as a paramedic intercept / command vehicle and tows the special operations or UTV trailers. Fontana has a replacement ambulance on order through Lifeline with anticipated delivery of 2027.
- Apparatus Maintenance - Maintenance for Fontana apparatus is primarily performed by Fontana DPW staff. Use of an on-site mechanic provides rapid availability to address issues and reduces the overall cost of maintenance. Repairs and testing outside of staff’s ability is handled by Siren Services or other qualified third-party repair / testing service.

Williams Bay Apparatus consideration for option 3.

- Williams Bay shall provide all initial apparatus and equipment required for responses from the Williams Bay fire station. Recommendation of implementing the same style lease agreement used for the Williams Bay Ambulance. The following are recommended for Williams Bay apparatus.
 - Williams Bay shall provide a minimum of one fire engine, one support vehicle, and work to choose one shared reserve fire engine.
 - Williams Bay will retain ownership of all initially supplied apparatus and equipment.
 - All Fire apparatus will be maintained and insured by the Village of Fontana.
 - Fontana Public Works will provide preventive maintenance, and Fontana will contract out with third party repair centers for work outside the scope of Fontana Public Works.
 - All Fontana and Williams Bay fire apparatus, boats, and fire equipment repairs will be split according to cost sharing calculations; except for those included in the Williams Bay EMS and Walworth Township IGAs (WB Ambulance, Township Tender, & Township UTV). Fontana and Walworth Township would remain responsible for the two Fontana Ambulances.
 - Williams Bay will not be required to contribute to the current fire engine and ambulance on order with Fontana Fire Department.
 - Future replacement apparatus cost sharing will be agreed upon between Fontana and Williams Bay Village Boards

G. FACILITIES

Fontana currently operates out of an outdated Public Safety Building on Fontana Boulevard with plans to construct a new Public Safety Building at the corner of Highway 67 and Wild Duck Road.

Current Facilities – The Fontana Public Safety Building is shared with the Fontana Police Department and has been adapted over the years to accommodate overnight fire department staffing of up to five personnel. The apparatus bay currently houses two fire engines, one ladder truck, two ambulances, one airboat/UTV, one tender, one SUV, one brush truck, and a special operations trailer. The facility also includes a small training room, sleeping quarters for five personnel, a workout area, kitchen and dining area, living area, utility room, and two separate office areas.

The Village constructed a Fire Department auxiliary storage building at the Public Works location in 2025, capable of housing two additional apparatus and spare equipment. The building is used to store the fireboat and UTV during the winter months and the airboat during the summer.

Future Fontana Public Safety Building – The Village of Fontana has actively been moving to construct a new public safety building. The following summary of steps taken is available on the Village of Fontana website.

- Site Study – (*Village of Fontana Site, 2025*) Study by Ruckert Milke to investigate all viable building sites for a combined public safety building or separate police and fire facilities.
- Public Information Sessions – (*Village of Fontana info, 2026*) Two public informational sessions were held to review the site study and provide feedback through a standardized questionnaire. Responses supported a joint public safety building on Wild Duck Road and approved by the Village Board.
- New Site Study – (*Village of Fontana – New Site, 2026*) The Wild Duck Road option was expanded to include relocating Wild Duck Road and abandoning a secondary access road (Dade Rd). The proposed site “4c-Duck Pond Central” improves response times and addresses traffic concerns.

The Village Board interviewed three architectural firms and plans to move forward with a selection soon. The next step will be choosing a construction management firm and potentially beginning construction as early as spring 2027. These plans include fire department facilities sufficient to meet the response needs of Fontana and Walworth Township, as well as support functions such as administration, training, and reserve apparatus/equipment storage for Fontana and any additional communities served.

Impact on Williams Bay Fire Protection Needs – The Public Administration Associates (PAA) study completed in 2024 addresses the possibility of a single station servicing Fontana and Williams Bay; however, states under section IV(A) that “*Even if a single entity were providing Fire/Emergency Medical Service to both communities, we would recommend a two-station model*”. The study further provides several response heat maps showing response times best provided from the current Williams Bay fire station. When specifically referring to fire responses the study refers to NFPA 1710 for response times and that “*regardless of population density: a travel time of less than 4 minutes and a time of less than 90 seconds for turn out from the station once the alarm is received, together with a 30-second dispatch time*” (PAA, 2024). Fontana currently meets or exceeds NFPA 1710 standards based on fire and EMS apparatus arriving on scene rather than a firefighter arriving in their personal vehicle with limited capabilities.

Although it is possible to provide fire service from a station outside of Williams Bay, the preferred option would be to establish a satellite station staffed by a cross-trained crew responding to fire or EMS emergencies. Administration, training, and reserve apparatus could be located at a separate remote facility to reduce costs and redundancy. This is also addressed in the PAA study at the start of Section 2 stating *“At a minimum, a new (Williams Bay) station should provide 24-hour accommodation for the two firefighter/paramedic staff members. To properly plan for the future, however, a new station should be designed to accommodate a fully-staffed ambulance and engine company, or six personnel”* ([PAA, 2024](#)).

The following are considerations under option 3 for fire service delivery.

- Williams Bay to provide a fire station for fire and EMS responses.
 - Suitable for 24-hour accommodation including adequate dining, living, sleeping, workspace, company level training, and workout area.
 - Climate controlled parking for one ambulance, one fire engine and one support vehicle. Additional Williams Bay apparatus may be stationed in Williams Bay.
- Fontana Fire Station
 - The current Fontana / Williams Bay IGA includes language regarding shared administrative and training areas. Shared reserve fire apparatus and equipment storage in Fontana may need to be considered.
 - Administrative functions, primary training facilities, reserve apparatus, and equipment would be primarily stored in Fontana.

H. DEPARTMENT INVENTORY

Fontana maintains a detailed inventory of all small tools and equipment using our fire records software, Imagetrend. Items are categorized and entered in Imagetrend when placed into service. A detailed list of equipment is provided under “Appendix D.”

Several full-time personnel have been assigned responsibility for specific areas of tools and equipment such as extrication equipment, self-contained breathing apparatus, saws, air monitoring devices, radios, water rescue equipment, hoses and nozzles, ladders, and medical equipment. This allows for accountability for all areas of equipment without overloading one or two individuals.

The following are equipment considerations for option 3.

- Williams Bay will provide all equipment required to meet National Fire Protection Administration (NFPA) standards on Williams Bay fire apparatus. This shall include, but not be limited to, self-contained breathing apparatus, saws, hand tools, ladders, extrication equipment, radios, data terminals, lights, safety equipment, water rescue equipment, and monitoring devices (4-gas, natural gas, CO)
- All Fontana and Williams Bay fire equipment repairs and replacement will be split according to cost sharing calculations.

I. OPERATIONS

Fontana Fire Department operations are strategically divided among full-time, part-time, and paid-on-call personnel to maximize efficiency and ensure effective use of on-duty and paid-on-call resources.

Inspections – Fontana employs five full-time and several part-time state-certified fire inspectors. Occupancies in Fontana and Walworth Township are inspected on a biannual basis using shift personnel.

- Fontana can provide routine Williams Bay fire inspections and/or short-term rental inspections using certified on-duty personnel.
- Recommendation to continue utilizing Williams Bay’s current fire inspector for non-routine inspections and plan review role could be expanded to Fontana and Walworth Township.

Fire Prevention – A designated fire prevention team coordinates public education efforts, including school programs, station tours, community events, and safety outreach for assisted living facilities.

- Provide public education programs for Williams Bay local schools including fire safety materials.
- Assist with community events such as Corn and Brat Fest, Kishwauketo 5K, Williams Bay High School sporting events, Truck-a-Polooza, and Boo in the Bay.

Fire Records Management – Fontana uses the Imagetrend platform for all fire and EMS records. The department recently transitioned to the new national records platform of National Emergency Response Information System (NERIS) and was one of the first agencies in Walworth County to obtain compliance. Fontana is a data driven department with the capability of pulling detailed call data back to 2010.

Formal Policies & Guidelines – Fontana uses Microsoft Teams to easily share operating documents among personnel. Policies established administrative and daily fire station activities. Guidelines provide a framework for common emergency scene operations.

CPR Education – Fontana offers CPR training through Healthline First Aid, providing public and private classes for residents, businesses, schools, and nonprofit organizations. The program includes a pool of instructors, five CPR mannequins, and AED trainers, along with Stop the Bleed and first aid courses.

Risk Management – Community risk reduction remains a priority, with two full-time staff members certified as Wisconsin community paramedics allowing for advanced in-home supportive care. Planned initiatives include home safety visits, smoke detector installation and replacement, and post-hospital follow-up care.

Training – Fontana Fire Department maintains a strong commitment to training. Daily training objectives are scheduled for full-time staff, monthly drills are conducted for POC personnel, live fire training occurs at least twice per year, and personnel regularly attend conferences, seminars, and hands-on training sessions. The following are additional training considerations for Williams Bay fire service deliver

- Maintain daily training for full-time personnel and monthly drills for paid-on-call staff in Williams Bay and Fontana locations working with neighboring fire departments.
- Integrate training with Williams Bay Police and Public Works departments.

Water Rescue – Fontana is one of the most well-equipped and highly trained water rescue agencies in southeast Wisconsin. Recent responses include aid to Racine, Kenosha, Pleasant Prairie, Rock County, and Madison. These resources would be directly beneficial in serving Williams Bay.

Technical Rescue – Fontana has three full-time personnel trained in technical rescue and is one of three departments in Walworth County leading the development of a regional specialty rescue team.

Emergency Management and Disaster Preparedness – Fontana has adopted an Emergency Action Plan that is regularly updated and overseen by a Village committee. Training includes preparedness for large-scale incidents such as tornadoes, flooding, mass casualty events, hostile incidents, and hazardous material responses. Support for Williams Bay emergency management and disaster responses would include:

- Severe weather incidents preparation and response.
- Mass casualty and active shooter incident training school districts and local/County law enforcement.
- Assist with Williams Bay’s Emergency Response Plan.
- Work with Williams Bay Police and Public Works regarding disaster responses.

A recent study, One Step Ahead, completed by Policy Forum for the Walworth County Fire/EMS study Committee categorized Fontana Fire Department as providing a “High Level of Stability”. The Study further stated that “The Williams Bay Fire Department already contracts with the Fontana Fire Department for EMS. Given that it likely will struggle to maintain its fire services in the future under its existing POC model, a full consolidation with Fontana may be the next logical step” ([Policy Forum, 2025](#))

J. IMPLEMENTATION & RECOMMENDATIONS

The Fontana Village Board approved several options for Fire Service Delivery to the Village of Williams Bay. All options can be implemented immediately upon approval, or gradually over the next 12 months based on the direction of the Williams Bay Board and staff. All proposals are based on a percentage of the fire budget, in the same manner EMS costs are allocated between Fontana, Williams Bay, and Walworth Township. The following options are being proposed for Fontana Fire Department to provide fire services to the Village of Williams Bay.

Cost Calculations - Fire expenses would be distributed based on a two-year rolling average of fire responses (based on dispatch data) to addresses within Williams Bay and Fontana. Mutual aid and Walworth Township responses would be accounted for as part of the calculations. Use of population was considered; however, population can vary greatly due to non-resident property owners and high tourism fluctuations in both Williams Bay and Fontana. We also looked at assessed tax value as a consideration, but this can create perceived unfairness based on high value lakefront homes and several non-profit occupancies. After reviewing all options, call volume remains the most direct measurement of usage.

When comparing 2024 and 2025 data, the number of fire incidents dispatched were extremely close with 219 total responses in Fontana and 207 in Williams Bay resulting in 51.4% to 48.6% respectively. Future demand for fire service can fluctuate greatly and a two-year rolling average will provide accountability for increases or decreases in fire service demand for each community. The following is an example of how the costs would be distributed using 2024 and 2025 response data for the 2026 Fontana Fire Department Budget.

Two-Year Rolling Average Incident Percentage

Fire Incidents	Fontana Incident Count	Williams Bay Incident Count
2024	122	111
2025	97	96
Total	219	207
Percentage	51.4%	48.6%

2026 Fire Budget Distribution Example

Walworth Township contributes 15.13% to Fontana Fire operational line items. The remaining 84.87% is split between Fontana and Williams Bay based on responses.

Walworth Township	Fontana	Williams Bay
15.13%	43.62%	41.25%

2026 Fontana Fire Department Expense – Current Fontana Fire Department expenses are categorized as either Rescue (EMS) or Fire operations with the majority going to EMS and full-time staffing. Fire expenses are split between Fontana and Walworth Township based on a similar two-year rolling average. The following are 2026 Fontana FD operating expenses distributions (excluding capital).

Current Fontana Fire Expense Distribution				
Fire Operating Expenses	Fontana	Williams Bay	Walworth Twp.	TOTAL
	\$253,493	N/A	\$49,091	\$302,584

Current Fontana EMS Expense Distribution				
EMS Operating Expenses	Fontana	Williams Bay	Walworth Twp.	TOTAL
	\$1,133,633	\$1,055,729	\$385,262	\$2,574,625

Total Operating Expense \$2,877,209
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Costs distributions examples are based on fire budget expenses and reflect proposed distribution between Fontana, Williams Bay, and Walworth Township based on 2024 and 2025 fire incident totals.

OPTION 1 – WORKING IN PARTNERSHIP WITH WILLIAMS BAY FIRE DEPARTMENT

The Williams Bay Fire Department is highly respected with a long-standing commitment to serving Williams Bay residents. Under option one, Fontana would respond to all Williams Bay fire incidents with Williams Bay Fire Department. Williams Bay Fire Department would continue to operate independently and maintain its own separate personnel, equipment and fire station.

- Two Fontana Fire / EMS personnel stationed in Williams Bay would respond to all fire incidents.
- Fontana would respond with Williams Bay, providing personnel and apparatus from Fontana.
- Current Fontana Fire Budget operating costs would be split based on call percentage calculations.
- Fontana Fire / EMS personnel stationed in Williams Bay would continue to serve Williams Bay, Fontana, and Walworth Township with a staffed ambulance.
- Standardized policies and procedures between Williams Bay and Fontana.

EXAMPLE Option 1 Fontana Partnering with Williams Bay Fire Department				
2026 Fire Operating Expenses	Fontana	Williams Bay	Walworth Twp.	Total
	\$130,509	\$123,513	\$48,561	\$302,584

Option 1 would result in duplication of fire expenses to Williams Bay and provide limited operational cohesiveness; however, Fontana is willing to continue serving as a secondary fire service if desired.

OPTION 2 – FONTANA PROVIDES FIRE SERVICE FROM FONTANA FIRE STATION

Option 2 assumes transitioning Williams Bay and Fontana into a single Fire Department. Fontana Fire Department would assume responsibility for Williams Bay fire protection with all fire apparatus responding from the Fontana Fire Station. Williams Bay would have one ambulance staffed in their station.

- Two Fontana Fire / EMS personnel stationed in Williams Bay would respond to fire incidents with an ambulance if available.
- Fontana would respond to Williams Bay fire incidents with personnel and apparatus from Fontana.
- Forty percent increase in insurance and fuel and twenty percent increase in other operating expenses.
- Fontana Fire / EMS personnel stationed in Williams Bay would continue to serve Williams Bay, Fontana, and Walworth Township.

EXAMPLE Fontana Providing Fire Service From Fontana Fire Station				
2026 Fire Operating Expenses	Fontana	Williams Bay	Walworth Twp.	Total
	\$145,580	\$136,775	\$48,561	\$330,916

OPTION 3 – FONTANA PROVIDES FIRE SERVICE FROM FONTANA AND WILLIAMS BAY

Fontana Fire Department would assume responsibility for all Williams Bay Fire protection with fire apparatus responding from Williams Bay and/or Fontana fire stations. Fontana would staff the Williams Bay Fire station with personnel and respond with fire apparatus to fire incidents and with an ambulance to Williams Bay EMS incidents. Williams Bay station staffing options are offered as 3A, 3B, or 3C.

- Fontana Fire / EMS personnel stationed in Williams Bay would respond to fire incidents with an ambulance or fire apparatus based on call type.
- Fontana would respond to Williams Bay fire incidents from the Fontana station as needed.
- Fire Inspections – Same as option 2.
- Additional 300 hours of Paid-on-call hours for large incident responses, training, public education, and meetings.
- Options under 3B and 3C provide additional part-time or full-time Williams Bay station staffing.
- Williams Bay to provide a fire station with adequate facilities for 24-hour staffing, and front-line fire and EMS apparatus. Fontana shall maintain a location for reserve apparatus.
- Fire Apparatus –Apparatus to be provided by Williams Bay to Fontana via Lease.
 - One front line fire engine.
 - One Support Vehicle for POC response & utility.
 - One brush truck (optional).
 - One UTV (optional).
 - One reserve engine shared between Fontana and Williams Bay (TBD)
- Twenty percent increase in operating expenses based on call volume increases.
- Williams Bay would not be required to contribute to the purchase of current on-order apparatus.
- Maintenance for all fire apparatus shall be shared between Williams Bay, Walworth Township and Fontana with 40% increase in maintenance, fuel, insurance, fire supplies, and equipment expenses.
- Fontana Fire / EMS personnel stationed in Williams Bay would continue to serve Williams Bay, Fontana, and Walworth Township.
- Recommend modification of IGA with Delavan Township.

3A Staffing – Current In-Station Staffing of Two 24-hour Personnel Staffing Williams Bay

- Williams Bay fire station staffing - Two 24-hour dual certified (fire/EMS) personnel.
- Fontana fire station staffing – Three 24-hour personnel plus Chief (day) position.

** EXAMPLE** Fontana Providing Fire Service From Williams Bay - Two 24-hour Personnel				
2026 Fire Operating Expenses	Fontana	Williams Bay	Walworth Twp.	Total
	\$149,631	\$141,501	\$55,801	\$346,933

3B Staffing– Two 24-hour personnel PLUS- 3rd part-time position staffed daytime hours (10 hrs.– 365 days)

Option 3B provides a transition to 24-hour fire protection with three during daytime hours. Fire apparatus could respond with two personnel at night.

** EXAMPLE** Fontana Providing Fire Service From Williams Bay - 3B Third Daytime Position				
2026 Fire Operating Expenses	Fontana	Williams Bay	Walworth Twp.	Total
	\$187,663	\$177,467	\$68,993	\$434,123

3C – Three 24-hour personnel adding a third 24-hour part-time position -Fontana FD Recommendation

- Addition of three permanent part-time positions with WRS contributions.
- Health Benefits not included with calculations.
- Williams Bay fire station staffing – Three 24-hour personnel.
- Fontana fire station staffing - Three 24-hour plus Chief (day) position.

** EXAMPLE** Fontana Providing Fire Service From Williams Bay - 3C Third 24-Hour Position				
2026 Fire Operating Expenses	Fontana	Williams Bay	Walworth Twp.	Total
	\$253,457	\$239,686	\$91,814	\$584,957

Full-Time Comparison - The option of additional full-time personnel was not approved by Fontana or Walworth Township Boards. Full-time budget considerations are included for comparison purposes only.

- Addition of health benefits, paid time off, overtime, and increase in WRS.
- Fontana does not anticipate the need for additional full-time firefighters in the foreseeable future.

** EXAMPLE** Fontana Providing Fire Service From Williams Bay - Three Full-Time Positions				
2026 Fire Operating Expenses	Fontana	Williams Bay	Walworth Twp.	Total
	\$340,057	\$321,580	\$121,852	\$783,489

Full-time staffing calculations were included to illustrate the cost savings associated with the current staffing model, which relies on part-time and permanent part-time personnel. Full-time staffing projections may be beneficial to support long-term cost projections and long-term referendum considerations.

Implementation

- Immediate or phased implementation options
 - Fontana has already committed to providing automatic aid to all Williams Bay fire responses throughout the end of 2026 at no cost to Williams Bay. This agreement was approved by Fontana and Walworth Township Boards and could transfer to full fire service immediately.
 - A pro-rated agreement could be entered into at any time in 2026.
 - A graduated transition from Option 1 to Options 2 or 3 could also be implemented.
 - Fontana would recommend transitioning to Option 3 at the start of 2027.
- Coordinate transition of services, including:
 - Personnel integration including an open hiring process for all Williams Bay paid-on-call personnel wishing to work for Fontana Fire Department.
 - Operational alignment to ensure all fire department operations are transferred seamlessly.
 - Policy and procedure standardization taking into consideration current Williams Bay mutual aid agreements and intergovernmental arrangements.
- It will be the highest priority to ensure no interruption to emergency service delivery during transition

CONCLUSION

In closing, the Fontana Fire Department is confident in its ability to provide reliable, efficient, and forward-thinking fire protection services to the Village of Williams Bay. We believe that building upon the already successful EMS partnership offers a practical and seamless path toward a more integrated and effective emergency response system. Our approach emphasizes maintaining strong service to all communities served while enhancing operational coordination, response capabilities, and long-term sustainability.

If selected to provide Fire service, Fontana recommends future considerations to merge the two separate Williams Bay / Fontana IGAs into one agreement moving toward more of a true “district” style organization. We feel it is important to wait until fire services are well established prior to taking this next step.

The Fontana Fire Department appreciates the thoughtful consideration of this proposal and welcomes the opportunity to further discuss service options, implementation strategies, and answer any questions the Village Board or committees may have at our April 29th meeting. We look forward to continued collaboration in support of public safety for the residents and visitors of Williams Bay.

REFERENCES

1. Alex Rasch - Walworth Township Representative
c/o Walworth Township Town Hall
W7641 Brick Church Rd
Walworth, WI 53184+
araschsupervisor@gmail.com
Phone - 262-903-0852
2. Micheal Kahl - Walworth Fire Chief
c/o Walworth Fire Department
247 N. Main Street / P.O. Box 400
Walworth, WI 53184
mikekahl944@gmail.com
Station – 262-275-3838
Cell – 262-325-9343
3. Tom Linnemann - Hebron IL Fire Chief
c/o Hebron Alden Greenwood Fire Protection District
12302 IL Route 173
Hebron, IL 60034
linneman13@gmail.com
Station - 815-648-2218
Cell – 815-790-6441
4. Steven Torres - Fontana School Principal
Fontana JT8 School District
450 S. Main Street
Fontana, WI 53125
storrez@fontana.k12.wi.us
262.275.6881 - Ext 205
Cell - 815-347-5452
5. Tom Davis – Abbey Springs Resort – Director of safety and security
Abbey Spring on Lake Geneva
One Country Club Dr.
Fontana, WI 53125
tomdavis@abbeysprings.org
Phone - 262-275-6113 – Ext 235
Cell - 847-975-6923
6. Mike Anderson – Kikkoman Foods Environmental Health and Safety (EHS) Manager
c/o Kikkoman Foods
N1365 Six Corners Rd
Walworth, WI 53184
manderson@kikkoman.com
Phone - 262-275-1617

COST PROPOSAL

All cost proposals are based on Section J “Implementation” criteria using the number of fire incident dispatched to the Village Williams Bay compared to those dispatched to the Village of Fontana. The cost of fire services would be proportional to actual expenditures rather than an arbitrary budget amount.

EMS Invoicing History - Williams Bay and Fontana have been sharing expenses based on a percentage since 2022 for emergency medical services with Fontana consistently coming in under budget. The following is a history of EMS budget and actual billing to Williams Bay compared to referendum funding.

Williams Bay EMS Service Budget & Invoicing

	WB Budgeted Amount	WB Actual	WB Budget Surplus / Deficit	Referendum	Referendum Surplus/Deficit	Notes
2022	New IGA	\$221,297	N/A	N/A	N/A	WB EMS - IGA effective May 1, 2022
2023	\$909,251	\$759,730	\$149,521	\$928,077	\$168,347	Referendum effective Jan 2023
2024	\$930,633	\$775,626	\$155,007	\$928,077	\$152,451	Walworth Township IGA (2025 Start)
2025	\$919,355	\$783,969	\$135,386	\$928,077	\$144,108	10 Year WB IGA - March 10, 2025
TOTAL	\$2,759,239	\$2,319,324	\$439,915	\$2,784,231	\$464,907	

Fire Service Cost Proposal - Fontana is recommending following a similar model for Williams Bay fire service with a percentage contribution to actual fire budget expenses. Examples of detailed 2026 fire expenses and how they would be distributed are listed under “[Appendix E](#)”. The following was taken into consideration.

- Increases in operational costs for Options two and three were compared to current Williams Bay fire, EMS, and dive line items. Several areas of savings were identified by combining resources.
- Operating Costs do not include capital purchase items.

Estimated Williams Bay Fire Service Operating Cost Through 2032

Year	Option 1	Option 2	Option 3A	Option 3B	Option 3C	Full-Time
2026	\$123,513	\$136,775	\$141,501	\$177,467	\$239,686	\$321,580
2027	\$129,689	\$143,614	\$148,576	\$186,340	\$251,670	\$337,659
2028	\$136,174	\$150,794	\$156,005	\$195,657	\$264,254	\$354,542
2029	\$142,982	\$158,334	\$163,805	\$205,440	\$277,467	\$372,270
2030	\$150,131	\$166,251	\$171,996	\$215,712	\$291,340	\$390,883
2031	\$157,638	\$174,563	\$180,595	\$226,498	\$305,907	\$410,427
2032	\$165,520	\$183,292	\$189,625	\$237,823	\$321,202	\$430,949

5% increases are an estimate. Actual increases may vary

Comments

- Fontana seeks grant funding whenever possible and other opportunities to fund emergency services.
- Term – Ending at the same time as the current EMS IGA. December 21, 2034.
- Williams Bay would retain Wisconsin 2% funding and could be used to offset fire service funding.
- Item # 7 of Williams Bay / Fontana IGA for EMS Service states “The Parties agree to work together in good faith in order to reach agreement in the event that Williams Bay chooses to add fire protection services from Fontana.
- Cost proposals are intended to provide several service delivery options with scalable implementation for staffing the Williams Bay fire station.

APPENDIX A – FONTANA FD ROSTER

FONTANA FIRE DEPARTMENT ROSTER

	Name	Badge	Year Hired	Certifications
Chief Officers				
1	Manthy, Richard	10	2015	Firefighter / Paramedic / Inspector / MPO
2	Kemmett, Jon	17	1983	Firefighter / EMT-A / Officer I
3	Ackman, Peter		2008	Firefighter / Diver
Full-time Employees				
1	Budill, Zach - Captain	4	2019	FF 2 / Paramedic / Fire Office 1 & 2 / Instructor 1 / MPO
2	Giese, Cory	13	2023	Firefighter / EMT / MPO
3	Hahn, Alexander	15	2024	Firefighter / Paramedic / MPO
4	Heebsh, Thomas	16	2024	Firefighter / Paramedic / Inspector / MPO / Tech Rescue
5	Heindl, Cody - Lieut.	2	2015	FF 2 / EMT-A / Fire Officer 1 & 2 / Instructor 1, 2 & live Fire / MPO
6	Lewis, Nate	6	2021	Firefighter 2 / Paramedic / MPO / Haz Mat
7	McFarlin, Melissa	18	2024	Fire fighter 2 / Paramedic / Inspector / MPO
8	Olsen, Erik - Lieut.	9	2022	FF 2 Paramedic / Fire Officer 1 & 2 / Instructor 1 / Inspector / MPO
9	Perez, Steven	Prob	2025	FF 2 / Paramedic / Inspector / Officer 1 & 2 / HM Tech / MPO
10	Smith, Kenyon	14	2025	Firefighter / EMT / Tech Rescue / MPO
11	Tamillo, Jeremy	11	2023	Firefighter 2 / Paramedic / Instructor 1 / Officer 1 / MPO
12	Thompson, Vanes	Prob	2026	Firefighter / Paramedic / Inspector
13	Tobais, Kyle	8	2022	FF 2 / Diver / Paramedic / inspector 1 / fire Officer 1 / MPO
Permanent Part-Time Employees				
1	De La Torre, Michelle		2026	Firefighter 2 / A-EMT / MPO
2	Koutnik, Patrick		2025	Firefighter 1 / EMT
Part-time Employees				
1	Anderson, Derek		2025	FF 2 / A-EMT / MPO / Inspector / Fire Officer 1 / HM Tech / Inst
2	Callas, Dylan		2024	Firefighter / EMT - A
3	Gluth, Rich		2024	Firefighter / EMT - A
4	Loomis, Brian		2024	Firefighter / EMT / fire Officer 1 / MPO
5	McKean, Sean		2022	Firefighter 2 / EMT - A / Fire officer 1 / Instructor 1 / MPO - Aerial
6	Rollins, Matthew		2023	Firefighter 2 / EMT / MPO
Paid-on-call				
1	Livingston, Stan - Captain		2014	Firefighter
2	Bock, Ryan		2021	Firefighter / Rescue Diver
3	Decker, Larry		2015	EMT-A
4	Deger, Morgan		2025	EMT
5	Forsberg, Molly		2026	Firefighter / Paramedic
6	Goetsch, Derrick		2015	EMT-A
7	Goff, Michael		2026	Firefighter I
8	Marquis, Sean MD		2018	Firefighter / Paramedic
9	McDaniel, Jason	Bg-12	2023	Firefighter / EMT
10	Mercier, Melanie		2008	EMT-A
11	Nitsch, Wolf (Bg 1)		1978	Firefighter
12	Oldenburger, Erik		2024	Firefighter 1 / Rescue Diver
13	Sassano, Mia		2024	EMT
14	Smith, Josh		2019	Firefighter / EMT
15	Syverson, Megan		2025	Firefighter / A-EMT / Instructor I
16	Terretta, John		2025	Firefighter / EMT

APPENDIX B – LOCAL 580 SUPPORT LETTER



JANESVILLE FIRE FIGHTERS LOCAL 580



JUSTIN WISKIE
PRESIDENT

TYLER MAECHTLE
VICE PRESIDENT

ADAM SCHMIDT
SECRETARY-TREASURER

Williams Bay Village Board
250 Williams St
Williams Bay, WI 53191

April 16, 2026

Dear Village Board members,

Fontana's existing staffing model includes full-time, part-time, and paid-on-call personnel. This blended model has proven effective in meeting the evolving needs of the communities they serve. We further believe that expanding this structure will meet the service expectations of Williams Bay. Local 580 supports this flexible approach, which allows the department to provide reliable coverage while maintaining professional standards.

Union firefighters, EMTs, and paramedics bring a unique set of advantages to any municipality they serve. As trained professionals, who operate under a collective bargaining agreement, they ensure consistent qualifications, accountability, and adherence to nationally recognized standards. Municipalities benefit from a workforce committed to safety, ongoing training, operational readiness, and strong labor-management relationships. Residents and visitors can trust that their emergency services are provided by personnel who are dedicated to excellence and supported by resources that uphold both safety and efficiency.

The Village of Fontana and Janesville Fire Fighters Local 580 have a positive and productive working relationship. This partnership has fostered mutual respect, constructive communication, and a shared commitment to public safety. We are confident that this same cooperative spirit will extend to Williams Bay should the Village choose to move forward with this service agreement. Thank you for your time and consideration. Local 580 stands ready to support efforts that enhance regional fire and EMS services and strengthen the protection provided to the communities of Walworth County.

Sincerely,
Justin Wiskie
President - IAFF Local 580
303 Milton Ave
Janesville, WI 53545

APPENDIX C – WALWORTH TOWNSHIP SUPPORT LETTER



TOWN OF WALWORTH WALWORTH COUNTY, WI

April 22, 2026

Village of Williams Bay Trustees,

As you are aware, the Town of Walworth has entered into a long-term intergovernmental agreement with the Village of Fontana-on-Geneva Lake for both fire protection and EMS services.

Throughout this process, Fontana has demonstrated a high level of professionalism, transparency, and collaboration in working with surrounding communities and departments. They have successfully established agreements with the Town of Delavan and Hebron Fire District that includes both shared dual-response areas and clearly defined primary response zones, ensuring efficient, consistent and effective service delivery.

Given that the Village of Williams Bay already contracts Fontana for EMS services, there is a natural advantage in maintaining continuity by aligning fire protection services as well. Fontana's familiarity with your community's geography, infrastructure, response patterns, and existing apparatus creates a seamless operational environment that directly benefits response times, coordination, and overall public safety.

In addition to emergency response, Fontana has been a reliable partner in fire prevention. The Town of Walworth has entrusted Fontana with fire inspections for local businesses and vacation rentals, as well as school-based fire safety and prevention programs. Their consistency and commitment in these areas have been instrumental in enhancing safety across our Town.

While the Town of Delavan has been a valued service provider to the Town, we made the decision to contract with Fontana FD, recognizing their capacity and strategic approach to service delivery. We placed our confidence in Fontana's expertise to help shape response areas and mutual aid agreements that prioritize effectiveness over strict adherence to municipal boundaries. This approach has proven beneficial in optimizing coverage and ensuring timely resource deployment.

It is imperative that our communities continue to work collaboratively to support our emergency service providers and empower them to design response systems that maximize efficiency and minimize response times. Fontana has demonstrated its ability to do exactly that for the Town of Walworth, and we are confident they will deliver the same high level of service and commitment to the Village of Williams Bay.

We encourage you to give full consideration to the long-term benefits of continuity, coordination, and proven performance in your decision-making process as you evaluate your fire protection service options.

Alex Rasch

A handwritten signature in cursive script that reads "Alex Rasch".

Walworth Township Supervisor

W6741 Brick Church Road, PO Box 386, Walworth, WI 53184 ~ 262.275.9800



**TOWN OF WALWORTH
WALWORTH COUNTY, WI**

April 22, 2026

Village of Fontana Trustees

RE: Williams Bay RFP for Fire Services

To Whom It May Concern:

During the Town Board Meeting held on April 21, 2026, the Board voted to support the Fontana Fire Department's request to respond to the Williams Bay Request for Proposal (RFP) for Fire Services as follows:

Supervisor Rasch made a motion to approve the cohesive agreement, as proposed by Chief Manthy, which included all provisions up to and including section C3 with all the same stipulations by those set by the Village of Fontana for part-time personnel, and did not apply to full-time staff at this stage. Supervisor Pearce seconded the motion. The Board unanimously carried the decision with a vote of 5-0.

Please contact me if you have any questions.

Regards,

Marie Baker

Marie Baker, Clerk-Treasurer

cc: Chief Manthy

APPENDIX D – FONTANA EQUIPMENT INVENTORY

Item Description Gas Powered Saws	Count
Husqvarna K970 Circular rescue saw	1
Husqvarna 353 Chain	2
STIHL 14" CUTOFF SAW	1
STIHL 20" VENT CHAINSAW	1
STIHL MS 461 Chain saw 4	1
STIHL MS 461 Chain saw 5	1

Item Description Battery Powered Tools	Count
M18 BATTies	32
Chargers for M18 batteries	12
MILWAUKEE DUAL BATTERY CHAINSAW	1
MILWAUKEE DUAL BATTERY FAST CHARGER	1
MILWAUKEE MINI CUTOFF SAW	1
BATTERY POWERED ANGLE GRINDER	1
BATTERY POWERED DRILL	3
BATTERY POWERED IMPACT GUN (SHORT)	3
BATTERY POWERED LIGHT TOWER	1
BATTERY POWERED SAWZALL	2
ELECTRICAL CORD POWERED SAWZALL	2

Item Description Gear Washing	Count
Cissell 35 Extractor Washer	1
GE Clothes Dryer	1

Item Description Brush Fire Equipment	Count
EJ Metal pump skid unit brush truck	1
2026 Can Am 6x6 UTV w/fire pump, water, brush fire equip	1
Load Trail Trailer	1

Item Description Fire Hose	Count
Fire Hose 1 3/4"	61
Fire Hose 2 1/2"	36
Fire Hose 3"	1
Fire Hose LDH	40
6" Hard Suction	10

Item Description Misc Equipment	Count
Ground Ladders	11
Nozzles	18
2100 gal Folding Tank	1
Honda EU 2000i portable generator	2
Portable Lighting Equipment	9

Item Description Rescue Equipment	Count
Ajax 911 Chisel	1
Rescue 42 Strut 4 piece set	1
Hydraulic Rescue Equipment Spreaders, Cutters, Combi Tools, R	10
Turtle Cribbing Kit multiple items	1
Hi-Lift First Responder Jack	1
Airbag Control Kit	1
13 Ton Airbag	1
22 Ton airbag	1
Misc Technical Rescue Equipment	5

Item Description SCBA's	Count
SCBA Bottle	40
SCOTT 4500 SCBA	18
PAC TRAC	1
RIT Pack	2

Item Description Radios and Pagers	Count
Kenwood mobile radios	18
Minitor Pager UHF	16
Minitor Pager VHF	22
NX-5200 Portable Radio	10
XL 200 - 800 mhz portable radio	10
XL-200m 800 mhz mobile radio	11

Item Description Water Rescue Equipment	
SCUBA BC Sea Quest Pro QD	4
SCUBA Divator Airlines	2
SCUBA Dry Suit	4
SCUBA Full Face Masks and Comms	6
SCUBA MISC Items	6
SCUBA Regulators and stages	1
SCUBA Tank,Fontana Fire / Rescue	13
ICE Rescue Suit,Fontana Fire / Rescue	14
ROV	1
Side Scan Sonar	1
Side Scan Sonar,Fontana Fire / Rescue	2
PFD & PFD Clothing	26
Divator 1 DP1	2
Mares Rock Pro	2

Item Description Thermal Imagers and Gas Detection	
Thermal Imagers and Search Cameras	7
Sen Sit TKX Multi Gas Detector	1
SENSIT HXG-2D 4 gas	1
SENSIT GOLD 4 GAS	2
SENSIT P100 HCN	1
MicroRAE 4Gas Meter	1
CO MONITOR	7
TAC Stick	1

Item Description Misc EMS Equipment	Count
Zoll AED	4
ZOLL X Series	3
Glide Scope	4
ABC Glucose Meter	6
LUCAS Device CCR	2
Stryker cot	2
Stryker Powerload System	1
Stryker Stair Chair	2

Item Description Fans PPV and Smoke Ejector	
Tempest 16" PPV gas	1
Tempest Smoke Ejector electric	1
Super Vac PPV gas	1
SuperVac PPV battery	1

Item Description breathing Air and O2 Fill Equipment	
6000 psi Breathing Air Tanks For Fill Stations	6
Breathing Air Compressor	1
Breathing Air Fill Station 3720	1
Breathing Air Fill Station Floor Unit	1
O2 Bottle	14
O2 Fill Station	1

Item Description Extinguisher	
Water Extinguisher	6
CO Extinguisher	6
Dry Chem Extinguisher	8
Speciatly Extinguisher	2

APPENDIX E – COST PROPOSAL BUDGET SUMMARIES

2026 Draft WB RFP Fire Personnel Budget

Combined Fire Personnel Staffing Options

	Current / 1	2 & 3A	3B	3C	FT Comp*
Admin/Officer Salaries	\$25,125	\$31,760	\$31,760	\$31,760	\$31,760
POC/Part-time Salaries*	\$76,277	\$78,198	\$159,191	\$272,582	\$305,255
FICA & Medicare	\$7,757	\$8,412	\$14,608	\$23,282	\$52,387
WRS	\$572	\$572	\$572	\$29,341	\$35,162
Health & Dental	\$3,340	\$3,340	\$3,340	\$3,340	\$130,953
Vision	\$64	\$64	\$64	\$64	\$1,604
Life	\$70	\$70	\$70	\$70	\$1,850
Total- Combine	\$113,205	\$122,415	\$209,605	\$360,439	\$558,971

* Full-time is not Proposed.
Represents full-time staffing costs as a comparison to current part-time proposals

OPTION 1 / CURRENT 2026 FIRE BUDGET									
Position	Hours	Wage	SALARIES	FICA/Medicare	WRS	HEALTH/DENT	VISION	LIFE	ALL BENEFITS
POC Admin / Officers	740	\$25.52	\$18,884.80	\$1,444.69					\$1,444.69
10% PD Amin (4hrs/wk.)	208	\$30.00	\$6,240.00	\$477.36	\$572.00	\$3,340.00	\$64.00	\$70.00	\$4,523.36
Admin / Officer Salary Total			\$25,124.80	\$1,922.05	\$572.00	\$3,340.00	\$64.00	\$70.00	\$5,968.05
Part Time / Paid-On-Call	3224	\$23.66	\$76,276.94	\$5,835.19					
			Benefit Totals -	\$7,757	\$572	\$3,340	\$64	\$70	\$5,968
Part Time / Paid-On-Call		Hours		POC Admin / Officer		Hours			
Calls Meetings & Drills 20 hours / week		1040		On-Call Hrs.		5 hrs. per wk.-POC AC /Capt.		520	
Night Staffing - Fri, Sat, Sun (14 hrs. X 156 Days)		2184		Admin Hrs.		POC Admin Hours		220	
		3224				Total POC Admin / Officer Hours		740	

OPTION 2 & 3A Staffing / Additional POC & Officer On-Call Hours									
Position	Hours	Wage	SALARIES	FICA/Medicare	WRS	HEALTH/DENT	VISION	LIFE	ALL BENEFITS
POC Admin / Officers	1000	\$25.52	\$25,520.00	\$1,952.28					\$1,952.28
10% PD Amin (4hrs/wk.)	208	\$30.00	\$6,240.00	\$477.36	\$572.00	\$3,340.00	\$64.00	\$70.00	\$4,523.36
Admin / Officer Salary Total			\$31,760.00	\$2,429.64	\$572.00	\$3,340.00	\$64.00	\$70.00	\$6,475.64
Part Time / Paid-On-Call	3524	\$22.19	\$78,197.56	\$5,982.11					
Hourly Wage = Step 2 (POC)			Benefit Totals -	\$8,412	\$572	\$3,340	\$64	\$70	\$6,476
Part Time / Paid-On-Call		Hours		POC Admin / Officer		Hours			
Calls Meetings & Drills 20 hours / week		1340		On-Call Hrs.		5 hrs. per wk.-POC AC /Capt.		780	
Night Staffing - Fri, Sat, Sun (14 hrs. X 156 Days)		2184		Admin Hrs.		POC Admin Hours		220	
		3524				Total POC Admin / Officer Hours		1000	
300 ADDITIONAL POC HOURS					ADDITION OF ONE ASSISTANT CHIEF POSITION				

OPTION 3B - Additional POC, Officer On-Call, and 10 hour part-time position									
Position	Hours	Wage	SALARIES	FICA/Medicare	WRS	HEALTH/DENT	VISION	LIFE	ALL BENEFITS
POC Admin / Officers	1000	\$25.52	\$25,520.00	\$1,952.28					\$1,952.28
10% PD Amin (4hrs/wk.)	208	\$30.00	\$6,240.00	\$477.36	\$572.00	\$3,340.00	\$64.00	\$70.00	\$4,523.36
Admin / Officer Salary Total			\$31,760.00	\$2,429.64	\$572.00	\$3,340.00	\$64.00	\$70.00	\$6,475.64
Part Time / Paid-On-Call	7174	\$22.19	\$159,191.06	\$12,178.12					
Hourly Wage = Step 2 (POC)			Benefit Totals -	\$14,608	\$572	\$3,340	\$64	\$70	\$6,476
Part Time / Paid-On-Call		Hours		POC Admin / Officer		Hours			
Calls Meetings & Drills 20 hours / week		1340		On-Call Hrs.		5 hrs. per wk.-POC AC /Capt.		780	
Night Staffing - Fri, Sat, Sun (14 hrs./ Day) + WB Day		5834		Admin Hrs.		POC Admin Hours		220	
		7174				Total POC Admin / Officer Hours		1000	
ADDITIONAL 300 POC HOURS AND WB DAYTIME HOURS (10 hours)					ADDITION OF ONE ASSISTANT CHIEF POSITION				

OPTION 3C - Additional POC, Officer On-Call, and 24-hour part-time position									
Position	Hours	Wage	SALARIES	FICA/Medicare	WRS	HEALTH/DENT	VISION	LIFE	ALL BENEFITS
POC Admin / Officers	1000	\$25.52	\$25,520.00	\$1,952.28					\$1,952.28
10% PD Amin (4hrs/wk.)	208	\$30.00	\$6,240.00	\$477.36	\$572.00	\$3,340.00	\$64.00	\$70.00	\$4,523.36
Admin / Officer Salary Total			\$31,760.00	\$2,429.64	\$572.00	\$3,340.00	\$64.00	\$70.00	\$6,475.64
Part Time / Paid-On-Call	12284	\$22.19	\$272,581.96	\$20,852.52	\$28,768.89				
Benefit Totals - (PT WRS 36 hrs./wk. X 3 personnet - 5616 hrs.)			\$23,282	\$29,341	\$3,340	\$64	\$70	\$6,476	
Part Time / Paid-On-Call		Hours		POC Admin / Officer		Hours			
Calls Meetings & Drills 20 hours / week		1,340.00		On-Call Hrs.		5 hrs. per wk.-POC AC /Capt.		780	
Night Staffing - Fri, Sat, Sun (14 hrs./ Day) + WB 24-hour		10,944.00		Admin Hrs.		POC Admin Hours		220	
24 hours X 365 = 8760		12,284.00				Total POC Admin / Officer Hours		1000	
ADDITIONAL 300 POC HOURS AND WB 24-HOUR POSITION					ADDITION OF ONE ASSISTANT CHIEF POSITION				

FULL-TIME COMPARISON - THREE ADDITIONAL FULL TIME STAFF

Position	Hours	Wage	SALARIES	FICA/Medicare	WRS	HEALTH/DENT	VISION	LIFE	ALL BENEFITS		
POC Admin / Officers	1000	\$25.52	\$25,520.00	\$1,952.28					\$1,952.28		
PD Amin Assistant (4 hrs. / we	208	\$30.00	\$6,240.00	\$477.36	\$572.00	\$3,340.00	\$64.00	\$70.00	\$4,523.36		
\$31,760.00											
Part Time	3224	\$22.19	\$71,540.56	\$5,472.85					\$5,472.85		
Full Time FF EMT # 1	2590	\$22.38	\$57,964.20	\$13,302.78	\$8,578.70	\$31,903	\$385	\$445	\$54,614.79		
Full Time FF EMT # 2	2590	\$22.38	\$57,964.20	\$13,302.78	\$8,578.70	\$31,903	\$385	\$445	\$54,614.79		
Full Time FF EMT # 3	2590	\$22.38	\$57,964.20	\$13,302.78	\$8,578.70	\$31,903	\$385	\$445	\$54,614.79		
Full Time Overtime Budget	1782	\$33.57	\$59,821.74	\$4,576.36	\$8,853.62	\$31,903	\$385	\$445	\$46,163.28		
Full-Time / Part-Time / POC			\$305,255	\$52,387	\$35,162	\$130,953	\$1,604	\$1,850			
Part Time / Paid-On-Call				Hours		POC Admin / Officer				Hours	
Calls Meetings & Drills 20 hours / week				1040		On-Call Hrs. 5 hrs. per wk.-POC AC /Capt.				780	
Night Staffing - Fri, Sat, Sun (14 hrs./ Day) + WB 24-hour				2184		Admin Hrs. POC Admin Hours				220	
				3224		Total POC Admin / Officer Hours				1000	
ADDITION OF ONE ASSISTANT CHIEF POSITION											
OVERTIME (Based on FF/EMT Step 2)											
Coverage for Work Reduction Days	Vacation Coverage 6 shifts	Sick - 24 Hrs. X 6 Days X 3 Empl	Other 72 Hrs. X 3 Employees	Total Hours							
8760 - 7770 FT Hrs.	990	144	432	216	1782						
Average Overtime Rate				\$33.57							
TOTAL OVERTIME BUDGET			\$59,821.74								

FONTANA FIRE DEPARTMENT BUDGET 2026 - OPTION 1

EMS Expenses		EMS EXPENSES				
Act #	200-	\$2,026	Split	Fontana	Williams Bay	Walworth Tp.
		\$2,574,385		\$1,067,233	\$1,055,729	\$385,262

FIRE EXPENSES						
Act #	200-	2026	Split	Fontana	Williams Bay	Walworth Tp.
Act # 100-	Fire Expenses		Split	Fontana	WB	Walworth Tp.
52200-110	Fire Admin (A.C. & Capt)	\$25,126	3-Way Split	\$10,960	\$10,364	\$3,802
52200-115	Fire Salaries (Part time / POC)	\$76,277	3-Way Split	\$33,272	\$31,464	\$11,541
52200-131	FICA	\$7,757	3-Way Split	\$3,384	\$3,200	\$1,174
52200-133	Fire WRS	\$572	3-Way Split	\$250	\$236	\$87
52200-134	Fire Health	\$3,340	3-Way Split	\$1,457	\$1,378	\$505
52200-135	Fire Vision	\$64	3-Way Split	\$28	\$26	\$10
52200-136	Fire Life	\$70	3-Way Split	\$31	\$29	\$11
52200-210	Professional Servies	\$3,000	3-Way Split	\$1,309	\$1,238	\$454
52200-212	Delavan Township IGA- Fire	\$3,500	Font / WB	\$1,750	\$1,750	N/A
52200-222	Communication Expense	\$10,000	3-Way Split	\$4,362	\$4,125	\$1,513
52200-300	Supplies Expense	\$7,000	3-Way Split	\$3,053	\$2,888	\$1,059
52200-310	Office Supplies Expense	\$3,200	3-Way Split	\$1,396	\$1,320	\$484
52200-315	Technology Expense	\$11,500	3-Way Split	\$5,016	\$4,744	\$1,740
52200-330	Travel Expense	\$4,000	3-Way Split	\$1,745	\$1,650	\$605
52200-335	Education Expense	\$6,000	3-Way Split	\$2,617	\$2,475	\$908
52200-340	Fire Equipment (2%)	\$75,278	3-Way Split	\$32,836	\$31,052	\$11,390
52200-345	Truck & Auto Expense	\$12,000	3-Way Split	\$5,234	\$4,950	\$1,816
52200-350	Fire Equipment Repairs	\$30,000	3-Way Split	\$13,086	\$12,375	\$4,539
52200-351	Twp Tender / UTV Equip	\$2,000	Twp	N/A	N/A	\$2,000
52200-352	Twp Tender / UTV Maint	\$1,900	Twp	N/A	N/A	\$1,900
52200-355	Fuel	\$6,000	3-Way Split	\$2,617	\$2,475	\$908
52200-510	Insurance	\$14,000	3-Way Split	\$6,107	\$5,775	\$2,118
		\$302,584		\$130,509	\$123,513	\$48,561

EXAMPLE Option 1 Fontana Partnering with Williams Bay Fire Department		
2026 Fire Operating Expenses	Fontana	Williams Bay
	\$130,509	\$123,513
Total	\$48,561	\$302,584

2026 FONTANA FIRE DEPARTMENT BUDGET - OPTION 2 PROVIDING FIRE SERVICE FROM FONTANA

Act # 200-	EMS Expenses	2026	Split	EMS EXPENSES	Williams Bay	Walworth Tp.
		\$2,574,385	\$1,067,233		\$1,055,729	\$385,262

Act #	Description	2026		Fontana	Split	Fontana	WB	Walworth Twp	NOTES
		Current	New						
52200-100	Fire Expenses								
52200-110	Fire Admin (A.C. & Capt)	\$25,126	\$31,760	\$13,854	3-Way Split	\$13,101	\$3,802	\$3,802	Additional POC
52200-115	Fire Salaries (Part time / POC)	\$76,277	\$78,198	\$34,110	3-Way Split	\$32,256	\$11,541	\$11,541	Additional POC
52200-131	FICA	\$7,757	\$8,412	\$3,669	3-Way Split	\$3,470	\$87	\$87	Additional POC
52200-133	Fire WRS	\$572	\$572	\$250	3-Way Split	\$236			Additional POC
52200-134	Fire Health	\$3,340	\$3,340	\$1,457	3-Way Split	\$1,378	\$505	\$505	Additional POC
52200-135	Fire Vision	\$64	\$64	\$28	3-Way Split	\$26	\$10	\$10	Additional POC
52200-136	Fire Life	\$70	\$70	\$31	3-Way Split	\$29	\$11	\$11	Additional POC
52200-210	Professional Services	\$3,000	\$3,600	\$1,570	3-Way Split	\$1,485	\$454	\$454	20% Increase
52200-212	Delavan Township IGA- Fire	\$3,500	\$3,500	\$1,750	Font / WB	\$1,750	NA	NA	NA
52200-222	Communication Expense	\$10,000	\$12,000	\$5,234	3-Way Split	\$4,950	\$1,513	\$1,513	20% Increase
52200-300	Supplies Expense	\$7,000	\$8,400	\$3,664	3-Way Split	\$3,465	\$1,059	\$1,059	20% Increase
52200-310	Office Supplies Expense	\$3,200	\$3,840	\$1,675	3-Way Split	\$1,584	\$484	\$484	20% Increase
52200-315	Technology Expense	\$11,500	\$13,800	\$6,020	3-Way Split	\$5,693	\$1,740	\$1,740	20% Increase
52200-330	Travel Expense	\$4,000	\$4,800	\$2,094	3-Way Split	\$1,980	\$605	\$605	20% Increase
52200-335	Education Expense	\$6,000	\$7,200	\$3,141	3-Way Split	\$2,970	\$908	\$908	20% Increase
52200-340	Fire Equipment (2%)	\$75,278	\$75,278	\$32,836	3-Way Split	\$31,052	\$11,390	\$11,390	No Increase
52200-345	Truck & Auto Expense	\$12,000	\$14,400	\$6,281	3-Way Split	\$5,940	\$1,816	\$1,816	20% Increase
52200-350	Fire Equipment Repairs	\$30,000	\$36,000	\$15,703	3-Way Split	\$14,850	\$4,539	\$4,539	20% Increase
52200-351	Twp Tender / UTV Equip	\$2,000	\$2,000	N/A	Twp	N/A	\$2,000	\$2,000	NA
52200-352	Twp Tender / UTV Mamt	\$1,900	\$1,900	N/A	Twp	N/A	\$1,900	\$1,900	NA
52200-355	Fuel	\$6,000	\$8,400	\$3,664	3-Way Split	\$2,475	\$908	\$908	40% Increase
52200-510	Insurance	\$14,000	\$19,600	\$8,550	3-Way Split	\$8,085	\$2,118	\$2,118	40% Increase
	Total	\$302,584	\$337,133	\$145,580	Total Increases	\$136,775	\$48,561	\$48,561	Total Increase

EXAMPLE Fontana Providing Fire Service From Fontana Fire Station			
2026 Fire Operating Expenses	Fontana	Williams Bay	Total
	\$145,580	\$136,775	\$330,916

3-Way Split Percentages		
Fontana	Williams Bay	Total
43.62%	15.13%	100.00%

2026 FONTANA FIRE DEPARTMENT BUDGET - WB OPTION 3A (WB STATION WITH TWO 24-HOUR POSITIONS)

EMS EXPENSES						
Act #	2026	Split	Fontana	Williams Bay	Walworth Twp.	Notes
Act # 200- EMS Expenses	\$2,574,385	3-Way Split	\$1,067,233	\$1,055,729	\$385,262	

FIRE EXPENSES									
Act #	2026 Current	2026-New	Split	Fontana	WB	Walworth Twp.	NOTES	Increase	
Act # 100- Fire Expenses	\$25,126	\$31,760	3-Way Split	\$13,854	\$13,101	\$4,805	POC Increase	\$6,634	
52200-110 Fire Admin (A.C. & Capt)	\$76,277	\$78,198	3-Way Split	\$34,110	\$32,256	\$11,831	POC Increase	\$1,921	
52200-115 Fire Salaries (Part time / POC)	\$7,757	\$8,412	3-Way Split	\$3,669	\$3,470	\$1,273	POC Increase	\$655	
52200-131 FICA	\$572	\$572	3-Way Split	\$250	\$236	\$87	POC Increase	\$0	
52200-133 Fire WRS	\$3,340	\$3,340	3-Way Split	\$1,457	\$1,378	\$505	POC Increase	\$0	
52200-134 Fire Health	\$64	\$64	3-Way Split	\$28	\$26	\$10	POC Increase	\$0	
52200-135 Fire Vision	\$70	\$70	3-Way Split	\$31	\$29	\$11	POC Increase	\$0	
52200-136 Fire Life	\$3,000	\$3,600	3-Way Split	\$1,570	\$1,485	\$545	20% Increase	\$600	
52200-210 Professional Servies	\$3,500	\$3,500	Fontana / WB	\$1,527	\$1,444	\$530	NA	\$0	
52200-212 Delavan Township IGA- Fire	\$10,000	\$12,000	3-Way Split	\$5,234	\$4,950	\$1,816	20% Increase	\$2,000	
52200-222 Communication Expense	\$7,000	\$9,800	3-Way Split	\$4,275	\$4,043	\$1,483	40% Increase	\$2,800	
52200-300 Supplies Expense	\$3,200	\$3,840	3-Way Split	\$1,675	\$1,584	\$581	20% Increase	\$640	
52200-310 Office Supplies Expense	\$11,500	\$13,800	3-Way Split	\$6,020	\$5,693	\$2,088	20% Increase	\$2,300	
52200-315 Technology Expense	\$4,000	\$4,800	3-Way Split	\$2,094	\$1,980	\$726	20% Increase	\$800	
52200-330 Travel Expense	\$6,000	\$7,200	3-Way Split	\$3,141	\$2,970	\$1,089	20% Increase	\$1,200	
52200-335 Education Expense	\$75,278	\$75,278	3-Way Split	\$32,836	\$31,052	\$11,390	NA	\$0	
52200-340 Fire Equipment (2%)	\$12,000	\$16,800	3-Way Split	\$7,328	\$6,930	\$2,542	40% Increase	\$4,800	
52200-345 Truck & Auto Expense	\$30,000	\$42,000	3-Way Split	\$18,320	\$17,325	\$6,355	40% Increase	\$12,000	
52200-350 Fire Equipment Repairs	\$2,000	\$2,000	Twp	N/A	N/A	\$2,000	NA	\$0	
52200-351 Twp Tender / UTV Equip	\$1,900	\$1,900	Twp	N/A	N/A	\$1,900	NA	\$0	
52200-352 Twp Tender / UTV Maint	\$6,000	\$8,400	3-Way Split	\$3,664	\$3,465	\$1,271	40% Increase	\$2,400	
52200-355 Fuel	\$14,000	\$19,600	3-Way Split	\$8,550	\$8,085	\$2,965	40% Increase	\$5,600	
52200-510 Insurance	\$302,584	\$346,933		\$149,631	\$141,501	\$55,801		\$44,349	

** EXAMPLE** Fontana Providing Fire Service From Williams Bay - Two 24-hour Personnel		
2026 Fire Operating Expenses	Williams Bay	Walworth Twp.
Fontana	\$149,631	\$55,801
Total	\$141,501	\$346,933

3-Way Split Percentages		
Fontana	Williams Bay	Walworth Twp
43.62%	41.25%	15.13%
Total	100.00%	100.00%

2026 FONTANA FIRE DEPARTMENT BUDGET - WB OPTION 3B (WB STATION WITH TWO 24-HOUR & ONE DAYTIME POSITIONS)

EMS EXPENSES						
Act #	2026	Split	Fontana	Williams Bay	Walworth Twp.	Notes
200-EMS Expenses	\$2,574,385	3-Way Split	\$1,067,233	\$1,055,729	\$385,262	

FIRE EXPENSES										
Act #	2026 Current	2026-New	Split	Fontana	WB	Walworth Twp	NOTES	Increase		
100- Fire Expenses	\$25,126	\$31,760	3-Way Split	\$13,854	\$13,101	\$4,805	POC Increase	\$6,634		
52200-110 Fire Admin (A.C. & Capt)	\$76,277	\$159,191	3-Way Split	\$69,439	\$65,666	\$24,086	POC Increase	\$82,914		
52200-115 Fire Salaries (Part time / POC)	\$7,757	\$14,608	3-Way Split	\$6,372	\$6,026	\$2,210	POC Increase	\$6,851		
52200-131 FICA	\$572	\$572	3-Way Split	\$250	\$236	\$87	POC Increase	\$0		
52200-133 Fire WRS	\$3,340	\$3,340	3-Way Split	\$1,457	\$1,378	\$505	POC Increase	\$0		
52200-134 Fire Health	\$64	\$64	3-Way Split	\$28	\$26	\$10	POC Increase	\$0		
52200-135 Fire Vision	\$70	\$70	3-Way Split	\$31	\$29	\$11	POC Increase	\$0		
52200-136 Fire Life	\$3,000	\$3,600	3-Way Split	\$1,570	\$1,485	\$545	20% Increase	\$600		
52200-210 Professional Services	\$3,500	\$3,500	Fontana / WB	\$1,527	\$1,444	\$530	NA	\$0		
52200-212 Delavan Township IGA- Fire	\$10,000	\$12,000	3-Way Split	\$5,234	\$4,950	\$1,816	20% Increase	\$2,000		
52200-222 Communication Expense	\$7,000	\$9,800	3-Way Split	\$4,275	\$4,043	\$1,483	40% Increase	\$2,800		
52200-300 Supplies Expense	\$3,200	\$3,840	3-Way Split	\$1,675	\$1,584	\$581	20% Increase	\$640		
52200-310 Office Supplies Expense	\$11,500	\$13,800	3-Way Split	\$6,020	\$5,693	\$2,088	20% Increase	\$2,300		
52200-315 Technology Expense	\$4,000	\$4,800	3-Way Split	\$2,094	\$1,980	\$726	20% Increase	\$800		
52200-330 Travel Expense	\$6,000	\$7,200	3-Way Split	\$3,141	\$2,970	\$1,089	20% Increase	\$1,200		
52200-335 Education Expense	\$75,278	\$75,278	3-Way Split	\$32,836	\$31,052	\$11,390	NA	\$0		
52200-340 Fire Equipment (2%)	\$12,000	\$16,800	3-Way Split	\$7,328	\$6,930	\$2,542	40% Increase	\$4,800		
52200-345 Truck & Auto Expense	\$30,000	\$42,000	3-Way Split	\$18,320	\$17,325	\$6,355	40% Increase	\$12,000		
52200-350 Fire Equipment Repairs	\$2,000	\$2,000	Twp	N/A	N/A	\$2,000	NA	\$0		
52200-351 Twp Tender / UTV Equip	\$1,900	\$1,900	Twp	N/A	N/A	\$1,900	NA	\$0		
52200-352 Twp Tender / UTV Maint	\$6,000	\$8,400	3-Way Split	\$3,664	\$3,465	\$1,271	40% Increase	\$2,400		
52200-355 Fuel	\$14,000	\$19,600	3-Way Split	\$8,550	\$8,085	\$2,965	40% Increase	\$5,600		
52200-510 Insurance										
	\$302,584	\$434,123		\$187,663	\$177,467	\$68,993		\$131,539		

** EXAMPLE** Fontana Providing Fire Service From Williams Bay - 3B Third Daytime Position			
2026 Fire Operating Expenses	Fontana	Williams Bay	Walworth Twp.
	\$187,663	\$177,467	\$68,993
Total	\$434,123		

3-Way Split Percentages		
Fontana	Williams Bay	Walworth Twp
43.62%	41.25%	15.13%
		Total
		100.00%

NOT PROPOSED 2026 FONTANA FIRE DEPARTMENT BUDGET - FULL-TIME COMPARISON **NOT PROPOSED**

EMS EXPENSES						
Act #	2026	Split	Fontana	Williams Bay	Walworth Twp	Notes
200-	\$2,574,385	3-Way Split	\$1,067,233	\$1,055,729	\$385,262	

FIRE EXPENSES									
Act #	2026 Current	2026-New	Split	Fontana	WB	Walworth Twp	NOTES	Increase	
100-									
110	\$25,126	\$31,760	3-Way Split	\$13,854	\$13,101	\$4,805	(3) Full-Time	\$6,634	
115	\$76,277	\$305,255	3-Way Split	\$133,152	\$125,918	\$46,185	(3) Full-Time	\$228,978	
131	\$7,757	\$52,387	3-Way Split	\$22,851	\$21,610	\$7,926	(3) Full-Time	\$44,630	
133	\$572	\$35,162	3-Way Split	\$15,338	\$14,504	\$5,320	(3) Full-Time	\$34,590	
134	\$3,340	\$130,953	3-Way Split	\$57,122	\$54,018	\$19,813	(3) Full-Time	\$127,613	
135	\$64	\$1,604	3-Way Split	\$700	\$662	\$243	(3) Full-Time	\$1,540	
136	\$70	\$1,850	3-Way Split	\$807	\$763	\$280	(3) Full-Time	\$1,780	
210	\$3,000	\$3,600	3-Way Split	\$1,570	\$1,485	\$545	20% Increase	\$600	
212	\$3,500	\$3,500	Fontana / WB	\$1,527	\$1,444	\$530	NA	\$0	
222	\$10,000	\$12,000	3-Way Split	\$5,234	\$4,950	\$1,816	20% Increase	\$2,000	
300	\$7,000	\$9,800	3-Way Split	\$4,275	\$4,043	\$1,483	40% Increase	\$2,800	
310	\$3,200	\$3,840	3-Way Split	\$1,675	\$1,584	\$581	20% Increase	\$640	
315	\$11,500	\$13,800	3-Way Split	\$6,020	\$5,693	\$2,088	20% Increase	\$2,300	
330	\$4,000	\$4,800	3-Way Split	\$2,094	\$1,980	\$726	20% Increase	\$800	
335	\$6,000	\$7,200	3-Way Split	\$3,141	\$2,970	\$1,089	20% Increase	\$1,200	
340	\$75,278	\$75,278	3-Way Split	\$32,836	\$31,052	\$11,390	NA	\$0	
345	\$12,000	\$16,800	3-Way Split	\$7,328	\$6,930	\$2,542	40% Increase	\$4,800	
350	\$30,000	\$42,000	3-Way Split	\$18,320	\$17,325	\$6,355	40% Increase	\$12,000	
351	\$2,000	\$2,000	Twp	N/A	N/A	\$2,000	NA	\$0	
352	\$1,900	\$1,900	Twp	N/A	N/A	\$1,900	NA	\$0	
355	\$6,000	\$8,400	3-Way Split	\$3,664	\$3,465	\$1,271	40% Increase	\$2,400	
510	\$14,000	\$19,600	3-Way Split	\$8,550	\$8,085	\$2,965	40% Increase	\$5,600	
	\$302,584	\$783,489		\$340,057	\$321,580	\$121,852		\$480,905	

** EXAMPLE** Fontana Providing Fire Service From Williams Bay - Three Full-Time Positions

2026 Fire Operating Expenses	Fontana	Williams Bay	Walworth Twp.	Total
	\$340,057	\$321,580	\$121,852	\$783,489

3-Way Split Percentages

Fontana	Williams Bay	Walworth Twp	Total
43.62%	41.25%	15.13%	100.00%

CITED REFERENCES

Elmore, R (October 13, 2025) *What ISO Fire Department Ratings Really Mean* – Blazestack Publishing

<https://www.blazestack.com/blog/iso-fire-department-rating>

WI Department of Safety and Professional Services (May 2025) – *Wisconsin Fire Service Handbook*

<https://dps.wi.gov/Documents/Programs/FirePrevention/SBD9405P.pdf>

Village of Fontana - Site (August 2025) – *Site Assessment Study – New Public Safety Building Site*

<https://vi.fontana.wi.gov/wp-content/uploads/Fontana-Public-Safety-Building-Site-Study-2025-08-21.pdf>

Village of Fontana - Info (January 2026) – *Informational Sessions on Public Safety Building & Responses*

<https://vi.fontana.wi.gov/wp-content/uploads/PSB-info-meetings-013126.pdf>

<https://vi.fontana.wi.gov/wp-content/uploads/PSB-public-comment-results.pdf>

Village of Fontana - New Site (Revised January 2026) – *Village of Fontana Public Safety Site Study*

<https://vi.fontana.wi.gov/wp-content/uploads/PSB-RM-Presentation-20260112.pdf>

Public Administration Association-PAA (May 2024) – *Public Safety Study: Staffing and Fleet Projections – Village of Fontana – Police and Fire Departments, Village of Williams Bay -Fire Department*

<https://vi.fontana.wi.gov/wp-content/uploads/Fontana-final-report-05092024-1.pdf>

Policy Forum (October 2025) *One Step Ahead - Preparing for the Future of Fire and Emergency Medical Services in Walworth County*

https://www.co.walworth.wi.us/DocumentCenter/View/18228/OneStepAhead_WalworthCountyFireEMS-Final?bidId=

Fontana Fire Department

Village of Williams Bay RFP for Fire Services



Request For Proposal Topics

1. Officer Background & Experience
2. Scope of Required Services & Recommendations
 - Operational Capabilities
 - Three Service Delivery Options
 - Scalable Staffing Solutions
3. References
4. Cost Proposal





Officer Background & Experience

Chief & Deputy Chief

Paid-On-Call Officers

Assistant Chief

Captain

Full-Time Company Officers

Duty Crew Captain

Two Duty Crew Lieutenants

Scope of Services



EXECUTIVE SUMMARY

- Option 1 - Working in partnership with Williams Bay Fire Department.
- Option 2 – Fontana provides Williams Bay fire service from the Fontana Fire Station.
- Option 3 – Fontana provides Williams Bay fire service from both Fontana and Williams Bay fire stations.

NFPA 1710
“regardless of
population
density: a travel
time of less than
4 minutes and a
time of less than
90 seconds for
turn out from the
station once the
alarm is
received.”



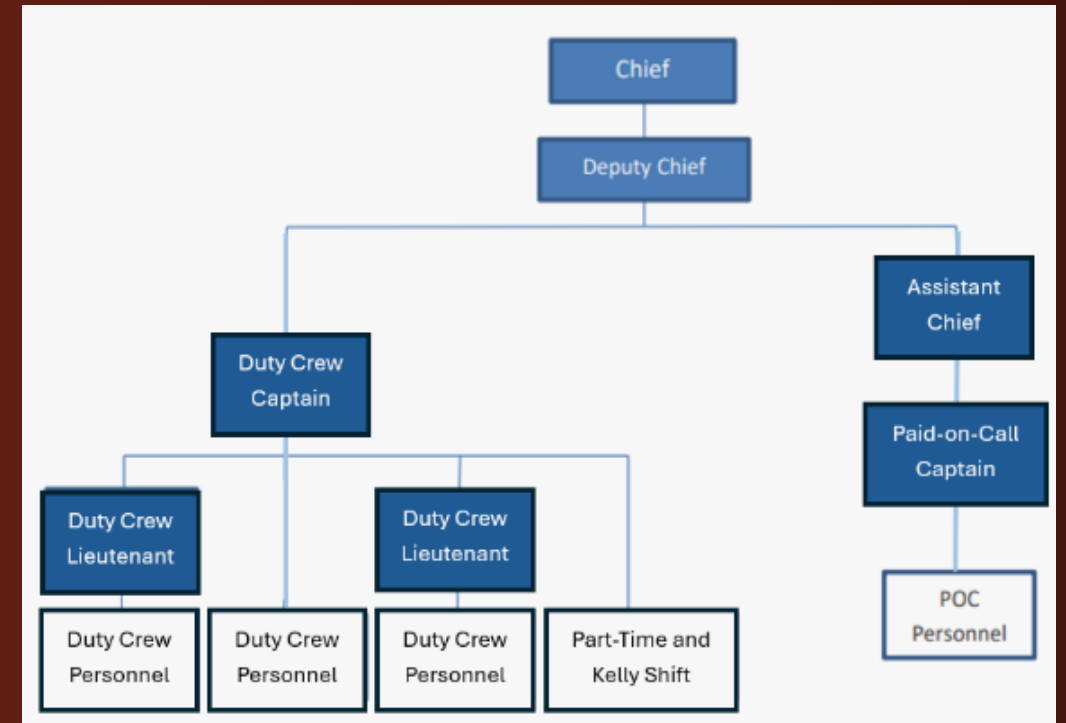
Scope of Services

A. Governance & Oversight

- Village Administration
- Joint Emergency Services Committee
- Fontana Police & Fire Commission

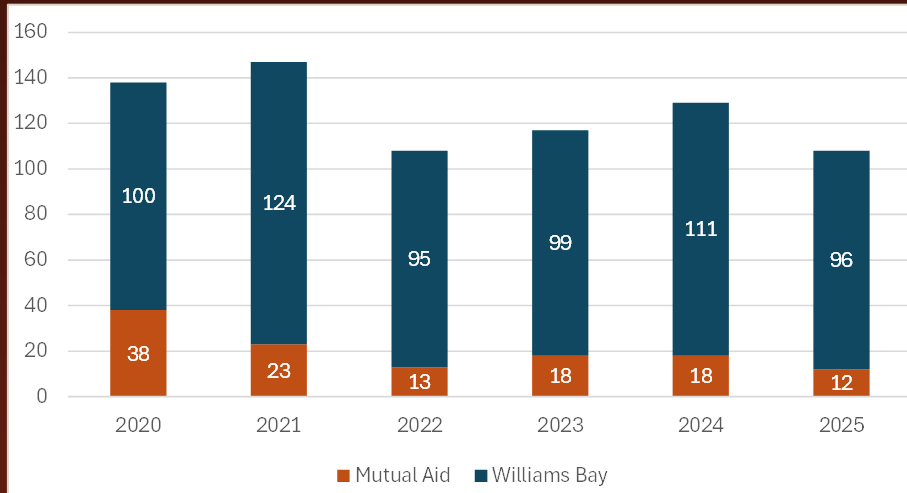
B. Organizational Structure

- Additional POC Assistant Chief Position
- Lateral Williams Bay Officer Transfer



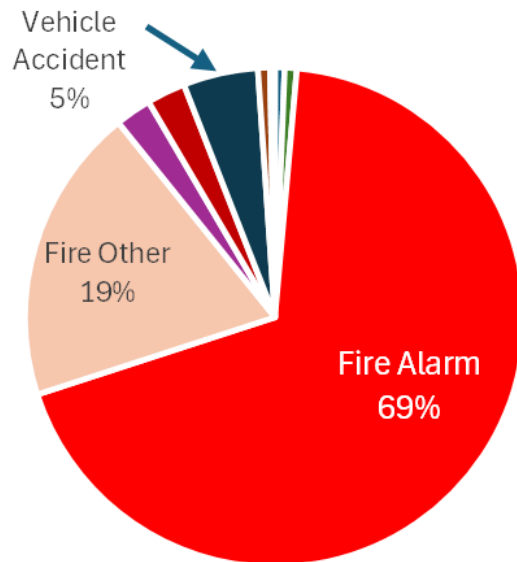
C. Level of Service

- Fire Response Resources
- Mutual / Auto Aid & Box Alarms
- Insurance Service Organization (ISO)



WB Fire Incidents - Dispatch Call Type

- Citizen Assist
- FIRBRUSH
- Fire Alarm
- Fire Other
- Gas Main Break
- Structure Fire
- Vehicle Accident
- Vehicle Fire
- Water Rescue



Williams Bay Fire Service Considerations

- Preserve Development
- Comprehensive Plan
- Kishwauketoë Nature Area
- Public Schools
- Geneva Lakefront





D. Staffing Methods & Future Growth

- 3 Chief positions
- 13 full-time
- Two permanent Part-time
- Six part-time
- 16 Paid-on-call
- **Transitioning Williams Bay Paid-on-call personnel**

FONTANA FD 5-YEAR HISTORICAL STAFFING MODELS				
Year	Scheduled Hours	Average Daily Hours	Staffing Model	Changes from Previous Year
2022	18,457	51	Full Time - Two 24-hour per day Part-time - Chief 20 hours / week	No change from 2021
2023	36,176	99	Full Time - Three / Four 24-hour per day Part-time - Chief 30 hours / week	Three 24-hour positions in January transitioning to four 24-hour positions by mid-2023.
2024	38,393	105	Full Time - Four 24-hour per day Part-time -Daytime 3-4 days per week	Addition of part-time day positions- 7 days/week over summer and 3 days/week off season
2025	42,741	117	Full Time - Four 24-hour per day Part-time -Daytime (7 days per week)	Part Time day position Increased to 7 days/week (year round) with second day position on weekends
2026	14,659	122	Full Time - Four 24-hour per day Part-time -24 hour & days positions	24-hour part-time position added with implementation of permanent part-time positions

Table 3. Combined Fontana and Williams Bay populations

Year	Current permanent population	2040 population projection
Permanent	4,864	5,621
Seasonal	11,389	12,391
Total Peak Population	16,253	18,012

FONTANA FD DAILY STAFFING HOURS							Total Hours
	#1 (24 Hr)	#2 (24 Hr)	#3 (24 Hr)	#4 (24 Hr)	#5 (24 Hr)	#6 (8-10 Hr)	
Daily Scheduled Hours Summary	Full-Time FF/PM	Full-Time FF/PM	Full-Time FF/EMT	Full-Time FF/EMT	Part-Time Day/Night	Part-Time Day	
Monday - Friday	24	24	24	24	24	8 (Chief)	128
Saturday & Sunday	24	24	24	24	24	10	130

F. Fire Apparatus & H. Equipment



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FIRE APPARATUS
2014 Pierce Quint 75' 2000GPM 500gal with Class B Foam & Extrication
2016 Ford 350 Brush Rig 125gal 2800 PSI Skid with Wildland Foam
2007 Rosenbauer Engine 2000 GPM 500gal with Class B Foam Rear Mount & Extrication
2000 Pierce Lance Engine 2000 GPM 1000gal with Class B Foam
2003 US Tanker / Kenworth 2100 Gal Tender
EMS
2018 Horton Dodge Ambulance
2008 Chevrolet Lifeline Ambulance
2023 Chevrolet Demers Ambulance
2004 Ford Reserve Ambulance - Shared with Walworth Fire Department
2023 Chevrolet Tahoe
WATER RESCUE
2005 Lake Assault 28 FT Boat 1500 GPM -FLIR, & Side Scan Sonar
2018 MRA Air Boat 22', Enclosed Cabin, FLIR, Side Scan Sonar, JIB Crane
2020 Remotely Operated Vehicle SRV8 Video & Sonar Equipped with Grabber Arm.
2023 Marine Sonic 1800 khz Tow Fish Sonar
SPECIAL EQUIPMENT
12' Atlantic Special Ops Trailer with soft shell boat, dive gear and assorted rescue equipment.
2026 Can-am 6 X 6 UTV with water tank, pump, and brush fire equipment



G. Facilities

Current Fire Station Concerns

- Health & Safety
- 24-hour accommodations

Future Station Considerations

- PAA Study
- Fontana Public Safety Building
- Williams Bay Fire Station



I. Operations

- **Technical & Disaster Response**
- **Training & Reports**
- **Public Education & CPR**
- **Water Rescue**
- **Policies & Guidelines**
- **Fire Inspections**
- **Firefighter Wellness**

Fontana Fire Department serves Fontana, Williams Bay, and Walworth Township as one unified system, rather than independent entities sharing resources. The goal for emergency service delivery is to deploy all personnel and apparatus based on need and proximity, not jurisdictional boundaries.



Implementation & Cost Proposal – 2026 Example

Cost Allocation Calculation

- Based on 2-year rolling average of Williams Bay and Fontana fire call volume (dispatch CFS data)
- Mutual aid shared - Williams Bay and Fontana
- Walworth Township calculated independently
- Williams Bay retains 2% funding

Remainder split based on call volume		Walworth Twp
84.87%		15.13%
Fontana	Williams Bay	Percentage based on Twp IGA
219 Fire Calls	207 Fire Calls	
3-Way Split Percentages		
Fontana	Williams Bay	Walworth Twp
43.62%	41.25%	15.13%

OPTION 1 – Partnership with Williams Bay Fire Dept.

- No Increases in Fontana Budget
- Fire response from Fontana & Williams Bay FD

Fontana	Williams Bay	Walworth Twp.	Total
\$130,509	\$123,513	\$48,561	\$302,584

OPTION 2 – Responding from Fontana Fire Station

- 20% Increase in operating expenses (40% in fuel)
- 300 Additional POC hours & 2nd Assistant Chief

Fontana	Williams Bay	Walworth Twp.	Total
\$145,580	\$137,765	\$53,789	\$337,133

OPTION 3 – Responding from Fontana & Williams Bay

- Option 2 expenses and 40% increase in maintenance
- Scalable Staffing Models
- Williams Bay provides WB apparatus & Station

Cost Analysis

Year	Option 1	Option 2	Option 3A	Option 3B	Option 3C	Full-Time
2026	\$123,513	\$137,765	\$141,501	\$177,467	\$239,686	\$308,420
2027	\$129,689	\$144,653	\$148,576	\$186,340	\$251,670	\$323,841

WILLIAMS BAY STATION STAFFING OPTIONS

3A – Two cross-staffed 24-hour personnel

3B – Third part-time position – 10 hours / day

3C - Third part-time position – 24 hours / day

Full-time comparison – Additional \$166,629 (total)

Additional Considerations

- Future apparatus purchases
- Williams Bay fire station maintenance
- Williams Bay staffing contributions shared with Fontana and Walworth Township

2026 Williams Bay Budget (Draft)

Fire Department (E)	\$81,366.00
Dive Team (E)	\$6,543.00
EMS (E)	\$65,050.00
EMS Housing	-\$50,000.00
Total Operating Exp.	\$102,959.00
2% Dues Revenue	\$45,000.00
	\$147,959.00



Questions



David Lothspeich

From: Rick Manthy <rmanthy@vi.fontana.wi.gov>
Sent: Friday, May 1, 2026 7:45 AM
To: David Lothspeich
Subject: Fontana RFP Presentation Follow up
Attachments: Williams Bay Responses - Jan 2021 to Dec 31- 2025.pdf; Williams Bay Responses - 2026 Jan 1 to Apr 29.pdf; Fontana RFP Presentation.pdf

Administrator Lothspeich,

Thank you for taking time to meet with Fontana representatives regarding Fontana FD's response to Williams Bay's request for proposal for fire services. Attached is a copy of our presentation.

We would like to follow up on discussions from this week's protection committee meeting.

1. **Williams Bay paid-on-call staff** - Fontana utilizes a Police and Fire Commission for hiring, promotions, and discipline. All Fontana paid-on-call staff are required to complete a background and medical physical prior to hiring. There are no physical agility or other testing requirements; simply a pre-employment medical physical completed by Mercy Occupational Health. Williams Bay could also continue to employ paid-on-call personnel independent of Fontana.
2. **Ambulance Abandonment** – This is a term that I had not previously heard in my years in the fire service; however, based on several recent discussions, there appears to be a concern with a Fontana ambulance crew, staffed with certified firefighters, assisting with firefighting activities. To my knowledge, there were two incidents which Fontana ambulance crews “abandoned” the ambulance.
 1. Oct 10, 2025 - 509 Wiswell St - The Fontana ambulance crew arrived on scene of a Williams Bay structure fire and were advised by command to stage down the street. The crew "abandoned" the ambulance to assist outside crews but remained available for on-scene medical care. Delavan Township responded to a Williams Bay EMS incident due to Fontana units being committed to the Williams Bay fire.
 2. Jan 1, 2026 – 91 Potawatomi Rd – While responding to a Williams Bay structure fire, the ambulance crew noted an active basement fire with one occupant unaccounted for in the unit above the fire. Upon arrival, the ambulance crew reported to a Williams Bay Fire Captain and were told the unit was not yet searched. With no other fire crews available, the decision was made to have the Fontana ambulance crew “abandon” the ambulance to perform a high priority search. I fully support the ambulance crew's decision to perform an immediate search rather than wait outside for another crew to arrive.

Ambulance crews on a fire scene provide immediate life saving actions, medical assistance to victims, and protect the firefighters working at the scene. I strongly disagree with the practice of assigning an ambulance (dedicated to protecting firefighters) to respond to another incident. The issue of on scene EMS can easily be addressed in Williams Bay by adding an additional mutual aid ambulance to structure fires (typically 2-3 fires per year) as we do in Fontana.

I hope this provides the information needed to move past “ambulance abandonment” discussions and concentrate on the future fire service delivery needs of Williams Bay.

3. **Mutual Aid utilization for Williams Bay EMS**- Fontana has been regularly responding to Williams Bay for EMS emergencies since prior to 2021. From January 2021 through April 29, 2026, Fontana responded to a

total of 1,602 incidents to the Village of Williams Bay; three of which required mutual aid EMS responses from Delavan Township (including the fire noted in the ambulance abandonment section). This equates to **99.8% availability** to respond to Williams Bay EMS incidents, and we feel meets delivery expectations set forth in the EMS IGA. The attached response summary shows all incidents that Fontana responded to Williams Bay since 2021 with mutual aid EMS incidents highlighted.

4. **Fontana mutual aid fire to Williams Bay-** Fontana FD received a formal request from Williams Bay to assist with fire service delivery on Friday, February 6th at 2:10 pm (effective immediately). Meetings were held that afternoon with Village staff and Fontana Chiefs followed by an emergent request from Walworth County Dispatch. Service was established and dispatch responses implemented prior to the end of that business day. Fontana Fire obtained approval from Fontana and Walworth Township Boards to continue fire service through the end of 2026 with no additional cost to Williams Bay. Williams Bay was asked if they wanted Chief officers to respond with the fire apparatus, and we were told that he only wanted fire apparatus. Fontana can provide additional staffing to Williams Bay fire incidents if Officers are included in the response.

Please let us know if this addresses your questions and if any further information is needed.

Richard Manthy Jr
Fire Chief
Fontana Fire Department
Station – 262-275-2131
Cell – 847-302-5944

**INTERGOVERNMENTAL AGREEMENT
VILLAGE OF FONTANA
AND
VILLAGE OF WILLIAMS BAY**

This Agreement entered into on March 10, 2025 between the Village of Fontana-on-Geneva Lake, Walworth County, Wisconsin, a Wisconsin municipal corporation (Fontana), and the Village of Williams Bay, Walworth County, Wisconsin, a Wisconsin municipal corporation (Williams Bay), also collectively referred to as "the Parties," both of which are created and existing under Chapter 61 of the Wisconsin Statutes.

RECITALS

A. WHEREAS, Fontana and Williams Bay did previously enter into an Intergovernmental Agreement for ambulance and Emergency Medical Services dated May 1, 2022 and later amended on July 26, 2023; and

B. WHEREAS, Fontana and Williams Bay wish to enter into a new, successor Intergovernmental Agreement pursuant to which Fontana will provide ambulance and Emergency Medical Services for Williams Bay.

NOW, THEREFORE, in consideration of the above Recitals which are incorporated as a part of this Agreement and the mutual covenants contained herein, the Parties agree as follows:

1. PURPOSE. The purpose of this Agreement is to provide adequate ambulance and emergency medical services for all persons within Williams Bay by means of the Fontana EMS. It is the belief of the Parties that ambulance and emergency medical services within Williams Bay can best be provided through this Agreement on a fair and cost-efficient basis; and that this Agreement will serve the interests of Fontana by the provision of additional resources to the Fontana EMS by Williams Bay as described herein.

Furthermore, the Parties enter into this Agreement for the purpose of establishing a cost effective, coordinated, uniform delivery system for the provision of emergency medical services to individuals within the Village of Fontana and the Village of Williams Bay and for the purpose of determining the roles and responsibilities of each of the Parties and for determining the sharing of costs and/or fiscal responsibility for the provision of those services described in this Agreement.

2. AUTHORIZATION. This Agreement is entered into pursuant to the authorization granted under Sections 61.34 and 66.0301, Wis. Stats.

3. DEFINITIONS

For purposes of this Agreement, the following terms shall have the meanings set forth herein:

- a. "Emergency medical technician or EMT" shall have the meaning set forth in sec. 256.01(6) of the Wisconsin Statutes.
- b. "Advanced emergency medical technician or AEMT" shall have the meaning set forth in sec. 256.01(1k) of the Wisconsin Statutes.
- c. "EMS" shall mean Emergency Medical Services as defined by DHS 110.04(22) Wisconsin Administrative Code.
- d. "Full-time equivalent or FTE" shall represent a unit of measurement standardized to equal the number of hours worked by the typical full-time employee which is 49.8 hours per week.
- e. "Paramedic" shall have the meaning set forth in section 256.01(14) of the Wisconsin Statutes.

4. SERVICES PROVIDED. Fontana agrees to provide ambulance and emergency medical services at an EMT or greater level upon call to any and all persons in need of its services within the corporate boundaries of Williams Bay. The ambulance and EMS will be available 24 hours a day, seven days a week, unless said ambulance and EMS resources are already utilized or unavailable.

Fontana shall, in good faith, pursue and maintain an "automatic aid" agreement with one or more municipalities as necessary so as to provide additional coverage to all portions of Williams Bay. Fontana agrees to share copies of any automatic aid agreements and mutual aid agreements affecting Williams Bay on an annual basis or as may be requested.

5. EQUIPMENT AND PERSONNEL. In providing ambulance and emergency medical services, the ambulance will be properly approved and licensed by the necessary authorities. Fontana agrees to maintain its ambulance and equipment in good working order as required by state law. Fontana also agrees to obtain all necessary licenses for operation of the ambulance services. All EMT's and paramedics serving as ambulance attendants will be licensed by the State of Wisconsin.

6. INSURANCE AND INDEMNITY. Each Party shall maintain general liability insurance with a limit of not less than five million dollars per occurrence, with coverage extending to both general liability and errors and omissions coverage, for services performed pursuant to this Agreement. Each Party shall be responsible for its own cost and expense for said insurance. Each Party shall name and endorse the other Party and its representatives, agents and employees as an additional insured in such insurance policy. Each Party shall maintain and extend insurance to all equipment owned by each Party to the extent utilized in providing services pursuant to this Agreement. Proof of said insurance shall be provided on the effective date of the Agreement and annually thereafter.

To the extent of each Party's proportionate share of negligence, each Party to this Agreement shall indemnify and hold harmless the other and its respective officers, agents and employees, from and against all claims, suits, damages, losses, costs, expenses, judgments, and liabilities, including but not limited to reasonable attorney's fees, costs and expenses, arising out of or in connection with the Party's performance of or failure to perform this Agreement, provided that any such claim, suit, damage, loss, costs, expenses, judgments, or liabilities are attributable to bodily injury, sickness, disease or death, or to injury or destruction of tangible personal property, including the loss of use

resulting therefrom, that is caused in whole or in part by any act or omission of the Party, anyone directly or indirectly employed by them or anyone for whose acts any of them may be liable. Except as expressly stated to the contrary herein, neither Party has any obligation to pay for any Party's legal defense costs prior to a final determination of each Party's liability or to pay any amount that exceeds the Party's finally determined percentage of liability based upon the comparative fault of the Parties and their employees, subcontractors, or anyone whose acts for which they may be legally liable.

Notwithstanding anything contained here into the contrary, neither Party to this Agreement waives the statutory limit on damages for which municipalities are liable or any defense of statutory immunity as provided by law.

7. BILLING. Fontana shall be responsible for billing and collecting all patient fees and charges at rates determined by Fontana. All fees and charges collected shall be retained by Fontana. On or before November 1 of each year, Fontana shall provide Williams Bay with a list of all charges for public service for the upcoming year. As to EMS services provided to the residents of Williams Bay, Fontana will not pursue collection of amounts for EMS charges that exceed the amount of health insurance available for said service to residents of Williams Bay. Fontana will not balance bill (insurance only billing) Williams Bay residents pursuant to the Office of Inspector General Advisory Opinion No. 06-07.

8. COMPENSATION. During the term of this Agreement, Williams Bay shall compensate Fontana for those costs set forth in Addendum "A" and Section 8.a herein (the "Costs"), as follows:

- a. The intent of Fontana is to employ a total of 14 FTE EMS personnel at all times. Fontana shall bill Williams Bay for half the cost of hiring and employing up to 14 EMT's, AEMT's or Paramedics; further, Williams Bay shall pay Fontana for half the cost of the Fontana Fire Chief, half the cost of the Fontana Deputy Fire Chief and half the cost of part-time EMS personnel beyond the initial fourteen FTE EMS

personnel; all said costs per this Section 8.a. are set forth more specifically in Addendum "A", attached hereto and incorporated herein by reference.

- b. Williams Bay shall lease one ambulance to Fontana which shall be provided with such equipment and accessories as determined necessary by the Chief of the Fire Department of Fontana. The lease shall be as set forth in Addendum "B" and Fontana shall remain the primary service provider. Williams Bay shall also be responsible for any costs associated with necessary repair or maintenance of the ambulance (not to include the cost of fuel). The ambulance will be located at a site to be determined by the Chief of the Fire Department of Fontana. If sufficient FTE EMS persons are on duty to staff two ambulances during daytime times, the Chief of the Fire Department of Fontana (or his/her designee) shall use his or her best efforts to ensure that one ambulance is located in Williams Bay unless operational needs require its presence elsewhere.
- c. All billings for Costs by Fontana for the items described in this paragraph 8 shall be submitted and invoiced not more often than monthly, in writing, to the Williams Bay Treasurer. Williams Bay shall pay such invoices within thirty (30) days of receipt of same.
- d. In the event of the non-payment or incomplete payment of compensation, as defined herein, owed by Williams Bay to Fontana within the time period called for by this Agreement, then Fontana may then provide written notice of delinquency to Williams Bay. Said written notice shall include a demand for payment in full within seven days. If the past due payment is not received in full by Fontana within seven days of said notice, then at any time thereafter Fontana may terminate this Agreement by written notice thereof to Williams Bay.

- e. If a dispute arises between the Parties as it relates to this Agreement, or the alleged breach thereof, and if the dispute cannot be settled through direct negotiation, the Parties agree to first try in good faith to settle the dispute by mediation administered by a jointly selected mediator. The Parties shall each pay half the costs billed by the mediator for mediation services.

Any controversy or claim arising out of or relating to this Agreement, or the alleged breach thereof, not resolved through mediation shall be settled by arbitration administered by a jointly selected arbitrator. The judgment on award rendered by the arbitrator shall be binding on the Parties and may be entered in any court having jurisdiction thereof. The prevailing Party in such an arbitration shall be awarded its costs and reasonable attorney's fees, including those fees incurred during mediation. The Parties shall each pay half the costs billed by the arbitrator for arbitration services.

- f. Payments from Williams Bay to Fontana shall continue in a timely manner "under protest" during the period of any dispute arising out this Agreement or services provided by this Agreement, subject to the final outcome of mediation or arbitration.
- g. Fontana shall share, on an equal basis, funds received from other contracting municipalities for EMS services, other than funds received for Administrative Fees, for Fire Services or expenses not listed in this Agreement in Addendum "A".

9. TERM. This Agreement will commence on January 1, 2025 and remain in effect for ten years until December 31, ²⁰³⁴~~2035~~.

If Fontana Terminates this Agreement prior to the end date provided in Section 9, then Fontana shall continue to perform the services set forth in this Agreement for up to another six months, and on

the same terms, for as to allow Williams Bay to obtain alternate EMS coverage. In addition, Fontana shall reimburse Williams Bay for its actual cost of obtaining new EMS coverage, including, but not limited to reasonable Attorney, Consultant and start up fees. Said reimbursement shall be capped at \$50,000.00.

If Williams Bay terminates this Agreement prior to the end of the term provided in Section 9, then Williams Bay shall pay Fontana for the "Costs" of any employees hired pursuant to Section 8. a. in excess of 9, up to a limit of 13, until the end of the Term or until the number of said employees is reduced to 9 or less through attrition, whichever occurs first.

Termination will be accomplished by the terminating Party providing written notice to the Clerk of the other Party. Such termination will become effective at the end of the calendar year in which the written notice is delivered, provided that if the written notice is not delivered to the Clerk of the other Party by June 30th of the calendar year at the end of which termination is directed, then the termination will not occur until the end of the following year.

10. **CONSULTATION AND REPORTS.** The Village Board of Fontana and the Village Board of Williams Bay agree to meet jointly not less than two times per year, with the first meeting prior to April 1st and the second meeting prior to September 1st of each year that this Agreement remains in place. The purpose of such meetings is to discuss the financial aspects of this Agreement prior to the establishment of the respective budgets of each Party.

a. Fontana shall provide Williams Bay with monthly reports containing details concerning EMS services provided to Williams Bay in the preceding month. Such reports shall be provided within twenty (20) days of the end of each month and will be submitted to the Williams Bay Clerk.

b. **Joint Emergency Services Committee.** There shall be established a Joint Emergency Services Committee ("Committee"). The purpose of the Committee is to provide review and comment regarding past, current and future fire and EMS budgets

and expenditures. All Committee members shall be entitled to vote. The Committee shall be comprised of the following members:

- (1) Two representatives appointed by Fontana;
- (2) Two representatives appointed by Williams Bay;
- (3) One representative appointed by any municipality contracting for EMS services from Fontana;
- (4) Fontana Fire Department Fire Chief or his or her designee.

The duties and membership of the Committee as set forth in this Agreement may be reviewed and amended by mutual agreement of the Parties.

The Committee shall meet not less than once annually and prior to October 15 each year. Additional Committee meetings may be held as needed. Committee meetings may be called at the request of any member municipality.

11. WILLIAMS BAY FIRE DEPARTMENT EMS PERSONNEL. Fontana agrees that Williams Bay Fire Department EMS personnel may have use of the ambulance and related equipment and accessories provided by Williams Bay to Fontana pursuant to paragraph 8.b. of this Agreement to provide EMS services during special activities occurring in Williams Bay such as athletic events, parades, events occurring in Village parks and other similar events. In that circumstance such EMS personnel shall be under the direction and supervision of the Fire Chief of the Williams Bay Fire Department. Should the Chief of the Fire Department of Fontana call upon Williams Bay Fire Department EMS personnel to assist Fontana EMS in Williams Bay, the Williams Bay EMS personnel shall provide such assistance under the direction and supervision of the Fire Chief of the Fire Department of Fontana. However, the Williams Bay personnel shall not be considered employees of Fontana and Williams Bay shall be responsible for all actions of said Williams Bay personnel as well as all benefits which may accrue to such Williams Bay personnel from providing such assistance.

12. MISCELLANEOUS.

- a. Non-assignability. This is a personal services agreement between Fontana and Williams Bay. Neither Party may assign any of the obligations or rights contained in this Agreement to any other party without the consent of the other Party to this Agreement.
- b. Amendment. This Agreement may be amended by the Parties only in a written document signed by the Parties.
- c. Interpretation. This Agreement must be interpreted and construed reasonably and neither for or against either of the Parties, regardless of the degree to which either of the Parties participated in its drafting. The Parties intend that the authority granted to them by Wis. Stats. sec. 66.0301 be interpreted liberally in favor of cooperative action.
- d. Public Record Law. The Parties to this Agreement agree to at all times cooperate with regard to Public Record Law requests as may be filed pursuant to Chapter 19 of the Wisconsin Statutes, including responding to each other with regard to individual record requests in a timely manner and without additional costs.
- e. HIPAA Compliance. The Parties to this Agreement shall carry out their obligations under this Agreement in compliance with the Privacy regulations set forth in Public Law 104-191 of August 21, 1996, known as the Health Insurance Portability and Accountability Act of 1996, as amended, in order to protect the privacy of personally identifiable protected information that is collected, processed or learned as a result of services provided pursuant to this Agreement.
- f. Notice. Any notice required to be given to either Party pursuant to this Agreement shall be provided as follows:

If notice is given to the Village of Fontana-on-Geneva Lake:

Attention Village Clerk, 175 Valley View Drive PO Box 200, Fontana, WI 53125

If notice is given to the Village of Williams Bay:

Attention Village Clerk, P.O. Box 580, Williams Bay, WI 53191

Notice shall be given either in person or by regular mail. If notice is given by regular mail, it shall be deemed received three calendar days from mailing.

- g. **Articles and Headings.** The Article and Headings contained in this Agreement are for reference purposes only and shall not affect in any way the meaning or interpretation of this Agreement
- h. **Severability.** If any provision of this Agreement shall be held or made invalid by court, decision, statute or rule, or shall otherwise be rendered invalid, the remainder of this Agreement shall not be affected thereby.
- i. **Entire Agreement.** This Agreement and the Addenda attached hereto shall constitute the entire contract between the Parties to this Agreement, and no representation, inducement, promise, agreement, oral or otherwise, as it pertains to the obligations set forth in this Agreement shall be enforceable.
- j. **Authorization.** The Parties to this Agreement, as a material inducement to enter into this Agreement, do hereby represent that all approvals required by Wisconsin Law have been fulfilled and that this Agreement has been legally approved by each Party municipality.

ADDENDUM A

The "costs" to be billed by Fontana to Williams Bay shall be comprised of the following:

- 1) Those costs described in Section 8, herein.
- 2) The costs for hiring those persons described in Section 8 shall include:
 - a. Gross Salary
 - b. Employer paid taxes
 - c. Employer paid insurance including worker's compensation insurance
 - d. The Employer cost of all employee benefits, including but not limited to, health, dental and vision insurance, life insurance and pension
 - e. The cost of uniforms and that equipment provided by employer to employee
 - f. The cost of required employee training
 - g. The cost of required employee certification or recertification
 - h. The cost of disciplinary employees and post-employment costs or claims not based on employer misconduct
 - i. Software required to maintain EMS employees and services, including but not limited to; scheduling, patient care reporting, controlled substance medication tracking, Training, National Fire Incident Reporting System (NFIRS) reporting
 - j. Technology required to maintain EMS employees and services, including but not limited to; email licensing, Microsoft utilities, electronic Fire Station access
 - k. Overnight accommodations including but not limited to; resources & furnishing for bunk room,

day room, and kitchen/dining areas of the Fontana Municipal Building

- 3) Capital Purchases – Purchases of items needed to equip the Williams Bay ambulance.
- 4) Administration and Training – Williams Bay and Fontana shall make a good faith effort to support costs associated with EMS administrative and training facilities.
- 5) Administrative Fees – Annual administrative fees shall be billed independent of the operational and capital budget. Administrative fees will be shared equally among all municipalities contracting to be served by the Fontana Fire Department, including the Village of Fontana.

Total billed administrative fees shall be based on twenty percent of the most recent annual budgeted salaries and benefits for the Village of Fontana Administrator and fifteen percent of the most recent annual budgeted salaries and benefits Treasurer. (i.e. if split between three municipalities, each would contribute six and 2/3 percent for the Village Administrator expense and 5 percent of the Village Treasurer expense)

- 6) Reconciliation. At the end of each calendar year Fontana shall compare actual operating expenses to the annual budget and compare to the Williams Bay "costs" as paid by Williams Bay to Fontana per this Agreement for said calendar year. Fontana shall either reimburse the Village of Williams Bay for excess "costs" in the event actual expenses are less than annual budgeted expenses or bill the Village of Williams Bay for the deficiency in the event that actual expenses exceed the annual budget expenses.
- 7) The Parties agree to work together in good faith in order to reach agreement in the event that Williams Bay chooses to add fire protection services from Fontana.

ADDENDUM B

LEASE FOR AMBULANCE USE

This Lease Agreement (hereinafter "Agreement") is entered on July 26, 2023 by and between the Village of Fontana-on-Geneva Lake, Walworth County, Wisconsin, a Wisconsin municipal corporation (Fontana) and the Village of Williams Bay, Walworth County, Wisconsin, a municipal corporation (Williams Bay), together collectively referred to as "the Parties"

Recitals

- A. The Parties are lawfully organized and existing in municipalities under the Constitution and laws of the State of Wisconsin.
- B. Wisconsin Law provides that units of local government may contract among themselves to obtain or share services.

NOW, THEREFORE, in consideration of \$10 (ten dollars), the mutual agreement contained herein, and in consideration of the mutual obligation set forth in the current Intergovernmental Agreement between the Parties, and upon the further consideration of the recitals herein set forth, the Parties agree as follows below:

- 1. Ambulance Lease.** Williams Bay agrees to lease to Fontana an ambulance referred to as Village of Williams Bay 2022 Chevrolet Ambulance, and equipment related to the Ambulance (the "Ambulance"). Fontana shall re-stock the Ambulance with medical or other supplies used by Fontana for patient care. Fontana shall pay \$10 (ten dollars) as a first-year lease payment at the execution of this Agreement and said \$10 (ten dollar) lease shall be paid annually at renewal thereafter for its term.
- 2. Term and Termination.** The term of this Agreement shall begin on July 26, 2023 and

shall be consistent with the term outlined in the Intergovernmental Agreement Village of Fontana-on-Geneva Lake and Village of Williams Bay, originally effective May 1, 2022, as amended from time to time.

3. **Damage to Ambulance.** Fontana shall be responsible for any damage or destruction to the Ambulance when in use by Fontana.
4. **Insurance.** Fontana represents to Williams Bay that Fontana carries liability insurance in sufficient amounts to cover Fontana's use of the Ambulance as provided for by this Agreement.
5. **Hold Harmless.** To the extent permitted by law, Fontana shall save and hold harmless Williams Bay from and against all liabilities, claims, and demands of whatsoever kind of nature arising out of or connected with Fontana's use of the Ambulance and will defend at its own expense any actions against Williams Bay based thereon and shall pay all reasonable charges of attorneys and all reasonable costs and other expenses arising out of Fontana's own negligence or intentional misconduct.
6. **Notices.** All notices provided for in this Agreement to be given by either party to the other shall be delivered or mailed to the respective Village Hall, as the case may be. Unless otherwise provided, a notice shall be deemed to be received by a party (A) on the date of personal service; (B) five (5) calendar days after being sent by registered or certified mail, return receipt requested, postage prepaid, or (C) on the next business day if sent by overnight delivery service (such as Federal Express) with all fees prepared. Notice may be sent to a provided e-mail

address, however, notice sent via e-mail shall be followed by notice delivered by a method described in subsections (A)-(C), unless such additional notice is waived in writing by the party receiving the notice via e-mail. If notice is affected by e-mail, notice shall be deemed received on the date the receiving party provides written notification to the other party that a delivery

of notice by supplemental means is not required. Either party may change the designated contact by providing notice to the other party of the new information in accordance with this paragraph.

7. **Counterparts.** This Agreement may be executed in any number of counterparts, each of which shall be deemed an original, with the same effect as if the signatures thereto and hereto were upon the same instrument. Delivery of an executed counterpart of a signature page to this Agreement by facsimile or email shall be as effective as delivery of a manually signed counterpart to this Agreement.
8. **Waiver.** No waiver of any breach or default hereunder shall be considered valid unless in writing and signed by the party giving such waiver. No such waiver shall be deemed a waiver of any subsequent breach or default of the same or similar nature.
9. **Severability.** If any part of this Agreement shall be held invalid for any reason, the remainder of this Agreement shall remain valid to the maximum extent permitted by law.

IN WITNESS THEREOF, the parties have executed this Agreement on the day and first written above.

DATED: 4-8-2025, 2023:

VILLAGE OF WILLIAMS BAY

By: Will Dun

Attest: Jena Kooles

DATED: 3/17, ²⁰²⁵2023.

VILLAGE OF FONTANA-ON-GENEVA LAKE

By: Paul King

Attest: Genea Poome