

MEMORANDUM OF UNDERSTANDING

BETWEEN

**CITY OF FORT WORTH AND FORT WORTH FIREFIGHTERS
ASSOCIATION LOCAL 440**

This is a Memorandum of Understanding (MOU) between the City of Fort Worth, on behalf of the Fort Worth Fire Department, hereinafter called "the City," and the Fort Worth Firefighters Association Local 440, hereinafter called "the Association."

I. PURPOSE & SCOPE

One purpose for this MOU is to amend CBA between the parties to provide for additional points on a dual-role eligibility exam for a current City employee in the classification of EMT or Lead Paramedic.

Further, this MOU is to amend the Collective Bargaining Agreement ("CBA") between the parties to provide a new process by which a person on a dual-role firefighter eligibility list can be considered for a single-role fire fighter position, at the EMT classification, without taking and passing a single-role entry-level exam.

II. DEFINITIONS

The terms "EMT," Lead Paramedic,' "Single-role firefighter," "dual-role fire fighter," and "the Transition" have the same meaning as those terms as used in the CBA, as amended by the February 2025 EMS MOU.

II. BACKGROUND

The Transition of MedStar employees to single-role fire fighter positions with the City of Fort Worth in July 2025 has proven to be very successful, both for the employees who made the transition to City employment and for the general public served by the ambulance services provided by those City employees. However, since July 2025, a significant number of single-role fire fighters in the classifications of EMT and Lead Paramedic have expressed the desire to become dual-role fire fighters, with consideration given to their tenured employment with the City. Because such a process is not currently available, a significant number of EMTs and Lead Paramedics have either resigned their employment with the City, or expressed their intention to resign in the future. To reverse this attrition and provide the operational staffing needed to fulfill the Fire Department's mission, the City and the Association have agreed on changes to the CBA to provide to a current EMT or Lead Paramedic additional points to be added to their passing score on a dual-role fire fighter entry-level civil service test.

Further, to fill vacant positions in the classification of EMT, the parties have agreed the City may use an existing entry-level dual-role fire fighter eligibility list to fill vacant positions in the EMT classification.

III. AGREEMENT OF THE PARTIES

The parties agree that Article 18 of the CBA will be amended to add Sections 14 and 15, to read as follows:

14. Additional Points on a Dual-role Fire Fighter Entry-level Exam

A person employed by the City as an EMT or Lead Paramedic will have one or more points added to their passing score on a dual-role fire fighter entry-level exam according to the following requirements:

1. The EMT or Lead Paramedic must be a current City employee at the time of the exam, in good standing, and have completed their probation period;
2. The person must be otherwise eligible to take the dual-role fire fighter entry-level exam;
3. One (1) point will be added to such person's passing score for each full calendar year the person has been employed by the City; and
4. The maximum number of points that can be added to the person's passing score under this subsection is five (5), and will be in addition to any points for military service for which the person is also eligible; however, if military service points are included, the maximum number of additional points allowed is eight (8).

15. Use of Dual-Role Eligibility List to Fill Single-role Positions

If the City determines that an EMT eligibility list will be exhausted before all EMT trainee vacancies are filled, the City is allowed to use an existing and unexpired dual-role fire fighter eligibility list to fill such positions. The City cannot hire any person from the dual-role fire fighter eligibility list for an EMT trainee position until after the EMT eligibility list has been exhausted or has expired. Persons on the dual-role eligibility list who are interested in being considered for a job with the City as an EMT will be processed for hiring consideration, and each person on such dual-role fire fighter eligibility list will be considered as part of the stanine that they were placed into when that list was created. If such person is hired as an EMT trainee, that person will retain their place on the dual-role firefighter eligibility list. If a person does not choose to be considered for hiring as an EMT trainee, that person will retain their place on the dual-role firefighter eligibility list. If a person chooses to be considered for hiring as an EMT trainee and, through the pre-hiring process, the person is not selected for an EMT trainee position, that person will be removed from the dual-role eligibility list.

IV. EFFECTIVE DATE AND SIGNATURE

To the extent allowed under applicable law and the CBA, the parties agree that the amendments to Article 18 of the CBA will be effective as of the date this MOU is

approved by both the membership of the Association and the Fort Worth City Council. The parties further agree that this amendment will continue to be in effect until the termination of the current CBA, either by its own terms, or because of a successor CBA.

The City and the Association indicate agreement with this MOU by the signatures of their respective authorized representatives, below.

City of Fort Worth:

**Fort Worth Firefighters
Association Local 440:**

William Johnson Feb 5, 2026
William Johnson Date
Assistant City Manager

Zac Shaffer 2-5-26
Zac Shaffer Date
President

Approved as to Form and Legality

Christopher Troutt Feb 5, 2026
Christopher A. Troutt Date
Senior Assistant City Attorney

Attest:

Jannette Goodall Feb 5, 2026
Jannette Goodall Date
City Secretary

Contract Compliance Manager:

By signing I acknowledge that I am the person responsible for the monitoring and administration of this contract, including ensuring all performance and reporting requirements.

By: William Johnson Feb 5, 2026
Name: William Johnson Date
Title: Assistant City Manager