

City of Fort Worth, Texas

# Mayor and Council Communication

**DATE:** 08/12/25 **M&C FILE NUMBER:** M&C 25-0709

**LOG NAME:** 36EMS NO STEP SALARIES

**SUBJECT**

(ALL) Adopt Revised Ordinance Prescribing Salaries for the Emergency Medical Services Personnel in the Fire Department

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**RECOMMENDATION:**

It is recommended that the City Council adopt the attached revised ordinance prescribing salaries for Emergency Medical Services personnel in the Fire Department, effective June 28, 2025, to ensure coverage for all classifications regardless of time in grade.

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**DISCUSSION:**

The purpose of this Mayor and Council Communication (M&C) and the attached ordinance is to fill in gaps on the salary schedule for Emergency Medical Services (EMS) personnel that the City Council approved on June 24, 2025 (M&C 25-0632, Ordinance 27830-06-2025).

A Memorandum of Understanding (MOU) between the City of Fort Worth and the Fort Worth Professional Firefighters Association, IAFF Local 440, revised the Collective Bargaining Agreement (CBA) to grant civil service status to employees in certain EMS positions. The MOU was approved on January 28, 2025 (M&C 25-0085; Fort Worth Contract No. 62733) and expires on September 30, 2026, alongside the CBA.

When the MOU was originally negotiated, the salary schedule that was developed was tied to the specific personnel working at MedStar at the time. For some positions and classifications, salaries began at Step 1, 2, or 3 because all individuals in those positions at MedStar had sufficient time-in-grade to qualify for the step in question. If MedStar did not have any lesser tenured personnel in a classification, the entry and lower step salaries did not get defined because they were not needed.

On further consideration, staff realized those entry and lower-step salaries may be needed in the future as the City begins training new EMS personnel and existing personnel promote through the ranks.

The City contacted the 440, and both parties mutually agreed to sign a new MOU, interpreting the previously approved one and filling in the gaps on the salary schedule.

Adoption of the attached ordinance will revise the one adopted in June and prescribe the salaries for all tenures within each classification of EMS personnel in the Fire Department in accordance with state law and the adopted Collective Bargaining Agreement.

The newly added salaries are indicated by highlighting in the attached schedule.

Funding is budgeted in the Emergency Medical Services Fund for the Fire Department.

A Form 1295 is not required because: This M&C does not request approval of a contract with a business entity.

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**FISCAL INFORMATION / CERTIFICATION:**

The Director of Finance certifies that upon approval of the recommendation, funds are available in the current operating budget, as previously appropriated, in the Emergency Medical Services Fund. Prior to an expenditure being incurred, the Fire Department has the responsibility to validate the availability of funds.

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