City of Fort Worth, Texas

Mayor and Council Communication

DATE: 02/24/26 **M&C FILE NUMBER:** M&C 26-0124

LOG NAME: 36CBA ARTICLE 18 MOU AND AMENDMENTS

SUBJECT

(ALL) Authorize and Approve Memorandum of Understanding between the City of Fort Worth, Texas and the Fort Worth Professional Firefighters Association, International Association of Firefighters Local 440 to Amend the Collective Bargaining Agreement with Regard to Eligibility and Scoring of Certain Employees and Applicants for Dual-Role and Single-Role Firefighter Positions

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RECOMMENDATION:

It is recommended that the City Council authorize and approve the Memorandum of Understanding between the City of Fort Worth, Texas and the Fort Worth Professional Firefighters Association, International Association of Fire Fighters Local 440, to amend certain provisions of the current Collective Bargaining Agreement between the City and the Local 440 to: 1) award additional points on a dual-role firefighter entry-level exam to persons in the classification of Emergency Medical Technician or Lead Paramedic who meet certain requirements; and 2) allow use of a dual-role firefighter eligibility list to hire personnel to fill vacancies in the classification of Emergency Medical Technician for single-role firefighters.

DISCUSSION:

Through the collective bargaining process provided in Texas Local Government Code, Chapter 174, the City of Fort Worth (City) and the Fort Worth Professional Firefighters Association, Local 440 (Local 440) negotiated revisions to the Collective Bargaining Agreement (CBA) that were needed to provide a mechanism for single-role firefighters to more effectively transition to dual-role firefighters positions, and to use an existing eligibility list for dual-role firefighters to fill vacancies in the classification of Emergency Medical Technician (EMT) for single-role firefighters.

For an amendment to any provision of the CBA to be effective, the amendment must be ratified by a majority vote of fire fighters and approved by City Council. The attached Memorandum of Understanding (MOU) is authorized by Article 33, Section 2, of the CBA to amend certain language in the current CBA, that expires September 30, 2026. The MOU describes any additions, changes, and deletions that are needed in the CBA. Both the City and the Local 440 want these changes to go into effect as soon as practicable, rather than wait to incorporate these changes in a successor CBA, the provisions of which the City and the Local 440 are currently negotiating. Making these changes through an MOU will allow the changes to be effective upon City Council approval.

The Local 440 membership ratified the MOU by majority vote on January 30, 2026.

This agreement will serve ALL COUNCIL DISTRICTS.

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

FISCAL INFORMATION / CERTIFICATION:

The Director of Finance certifies that approval of this recommendation will have no material effect on City funds.

Submitted for City Manager's Office by: William Johnson 5806

Originating Business Unit Head: Ashley Clement 8505

Additional Information Contact:

Expedited