

City of Fort Worth, Texas

# Mayor and Council Communication

DATE: 06/24/25M&C FILE NUMBER: M&C 25-0632

LOG NAME: 36FY25 FIRE STAFFING ORDINANCE\_EMS

SUBJECT

(ALL) Adopt Ordinance Amending Fire Department Staffing Effective June 28, 2025, to Increase the Number of Authorized Civil Service Positions in Various Specified Classifications by a Total of Five Hundred Forty-Three (543) to Account for Emergency Medical Services Personnel, Adopt Ordinance Amending the Fort Worth City Code to Address the Newly Created Appointed Position of Deputy EMS Officer, and Adopt Ordinance Prescribing Salaries for the Emergency Medical Services Personnel in the Fire Department

RECOMMENDATION:

It is recommended that the City Council:

1. Adopt the attached ordinance to revise the authorized strength in the Fire Department effective June 28, 2025 by adding a total 543 positions in various specified classifications for Emergency Medical Services Civil Service personnel;
2. Adopt the attached ordinance adding Section 13-24.1, "Fire EMS Appointees," and amending Section 13-25 of the Fort Worth City Code to allow for direct appointment in the newly created classification of Deputy EMS Officer; and
3. Adopt the attached ordinance prescribing salaries for Emergency Medical Services personnel in the Fire Department, effective June 28, 2025.

DISCUSSION:

The purpose of this Mayor and Council Communication (M&C) and the attached ordinances is to take actions associated with the incorporation of ambulance and emergency medical services, including EMS communications, that were previously provided by the Metropolitan Area Emergency Medical Services (EMS) Authority d/b/a MedStar into the Fire Department. This first ordinance attached to this M&C will add a total of 543 Civil Service positions to the Fiscal Year (FY) 2025 budgeted authorized strength in the Fire Department, effective June 28, 2025, the second ordinance will revise the City Code to allow for a new appointed classification of Deputy EMS Officer, and the third will prescribe the salaries of each new classification.

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.

Adoption of the first ordinance will revise Civil Service staffing levels in the Fire Department to include Emergency Medical Services personnel and will amend the last staffing ordinance (Ordinance 26455-09-2023) to include 543 EMS Civil Service Positions.

Adoption of the second ordinance will amend the City Code to recognize the authority of the Fire Chief to appoint up to two persons in the classification of Deputy EMS Officer, as part of the EMS Personnel and update an internal cross-reference and a citation to state law.

Adoption of the third ordinance will prescribe the salaries for each classification of EMS personnel in the Fire Department in accordance with state law and the adopted Collective Bargaining Agreement

As of June 28, 2025, Civil Service staffing will be increased in the Fire Department to the following:

Rank	Current Authorized Positions	Change from Fire Class 99 Graduation Overages (separate M&C)	Authorized Positions including Overages	Change from EMS (this M&C)	Authorized Strength including EMS	Future Intended Authorized Strength
Deputy EMS Officer				+2	2	2
EMS Administration Officer				+1	1	1
EMS Manager				+6	6	6

EMS Supervisor				+30	30	30
Lead Paramedic				+189	189	137
Emergency Medical Technician (EMT)				+276	276	328
Telecommunications Manager				+1	1	1
Telecommunications Supervisor				+7	7	7
Telecommunicator				+31	31	31
<b>EMS Subtotal</b>				<b>+543</b>	<b>543</b>	<b>543</b>
Fire Assistant Chief	3		3		3	3
Fire Deputy Chief	6		6		6	6
Fire Battalion Chief	30		30		30	30
Fire Captain	92		92		92	92
Fire Lieutenant	143		143		143	143
Fire Engineer	228		228		228	228
Fire Fighter	547	+18	565		565	547
<b>Fire Subtotal</b>	<b>1,049</b>		<b>1,067</b>		<b>1,067</b>	<b>1,049</b>
<b>Total Strength</b>	<b>1,049</b>		<b>1,067</b>		<b>1,610</b>	<b>1,592</b>

EMS positions are captured in the Emergency Medical Services Fund and are included in the cost allocation process for other jurisdictions that will be receiving EMS services from Fort Worth (the Member Cities). Fire positions are captured in the General Fund.

The MOU amended the CBA to add a new subsection (L) to Article 4, to provide that the Fire Chief can, by directive, “set or prescribe the number of EMTs, Lead Paramedics, EMS Supervisors, EMS Managers, and EMS Administration Officers, Telecommunicators, Telecommunications Supervisors, or Telecommunications Managers in each classification.” This authority is in addition to the authority of the City Council to determine the number of positions in each classification.

This provision was included to provide an efficient mechanism for addressing the fact that the personnel coming over from Medstar include more individuals who meet the Lead Paramedic classification than the City would ideally have if it were building the EMS system and staffing positions from the ground up. If the City were designing from scratch, there would be fewer Lead Paramedics and more EMTs. The Fire Chief will use this provision to rebalance the allocation over time as personnel changes take place.

When a vacancy occurs in the Lead Paramedic classification, the Fire Chief, by directive and in accordance with authority delegated under the staffing ordinance, will decrease the number of authorized positions in the Lead Paramedic classification and increase the number of authorized positions in the EMT classification. This procedure will be used by the Fire Chief until the authorized strength in the Lead Paramedic classification is reduced to 137 and the authorized strength for the EMT classification is increased to 328. A vacancy in the EMT classification will be filled

through the customary process, and no changes in the authorized strength will result. In changing the number of authorized positions in the EMT and Lead Paramedic positions in the manner described above, the Fire Chief will endeavor to maintain 465 total authorized positions in the classifications of EMT and Lead Paramedic of which 449 are currently assigned to Field Operations.

Included in the chart above, due to Class 99 Fire Recruit Graduation, there is a temporary increase in authorized strength by eighteen (18) in the rank of Fire Fighter. These positions are being added pursuant to a separate M&C and ordinance that are also on today's agenda. As attrition occurs in the rank of Fire Fighter, these overages will be eliminated, and a new staffing ordinance will be presented to adjust the authorized strength, accordingly. The column headed as 'Future Intended Authorized Strength' is the return of firefighters, to their current authorized strength, as well as the appropriate balance of EMT's and Paramedics in field operations based on current deployment need for Advanced Life Support (ALS) and Basic Life Support (BLS).

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 upon approval of the recommendations and adoption of the Fiscal Year 2025 Budget for Emergency Medical Services by the City Council, funds will be available in the current operating budget, as 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.

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

**Originating Business Unit Head:** Jim Davis 6801

**Additional Information Contact:**

Expedited