

Mayor and Council Communication

DATE: 05/12/26

M&C FILE NUMBER: M&C 26-0406

LOG NAME: 36CBA ARTICLE 27 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 Automatic Promotions to Lead Paramedic for Single-Role Emergency Medical Technicians Who Obtain Paramedic Certification and Credentialing

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 allow the Fire Department to automatically promote certain eligible Emergency Medical Technicians to paramedic positions once they obtain paramedic certification and are credentialed by the Office of the Medical Director to perform the functions of a Lead Paramedic.

DISCUSSION:

The purpose of this Mayor and Council Communication is to request City Council authorization and approval of 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, which permits the Fire Department to automatically promote eligible Emergency Medical Technicians (EMT) to paramedic positions upon obtaining paramedic certification and credentialing by the Office of the Medical Director to perform Lead Paramedic functions.

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, recently the Fire Department has identified the need to add more qualified personnel in the Lead Paramedic rank in order to be fully staffed and provide the best emergency medical services possible to the public. Because the Fire Department seeks to fill these Lead Paramedic positions sooner than would be possible through promotional testing requirements, the City and the Local 440 have agreed to a one-time process by which eligible EMTs can automatically be promoted to Lead Paramedic positions without the necessity of a promotional exam.

There are currently 18 EMTs employed by the Fire Department who have obtained certification to function as a paramedic; however, under the Collective Bargaining Agreement (CBA), they cannot be promoted to the Lead Paramedic rank without taking and passing a promotional exam. The Fire Department does not have a promotional exam for the rank of Lead Paramedic scheduled in sufficient time to fill the needed Lead Paramedic positions. The Memorandum of Understanding (MOU) agreed to by the City and the Local 440 provides for a one-time automatic promotion for an EMT who has obtained a paramedic certification by September 30, 2026, and is credentialed by the Office of the Medical Director by November 30, 2026. The effect of this MOU is to amend CBA Article 27, by adding a new Section 8 that sets out the requirements of this one-time promotion opportunity. 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 MOU is authorized by Article 33, Section 2, of the CBA to amend certain language in the current CBA, that expires September 30, 2026, with a one-year evergreen provision. 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 or about April 3, 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.

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Additional Information Contact: