

**ORDINANCE NO. \_\_\_\_\_**

**AN ORDINANCE PRESCRIBING THE SALARY FOR EACH CLASSIFICATION OF EMERGENCY MEDICAL SERVICES PERSONNEL IN THE FIRE DEPARTMENT; PROVIDING THAT THIS ORDINANCE SHALL BE CUMULATIVE OF ALL PRIOR ORDINANCES AND REPEAL CONFLICTING ORDINANCES; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING AN EFFECTIVE DATE.**

**WHEREAS**, Subchapter B of Chapter 141 of the Texas Local Government Code affects all municipalities with a population of 10,000 or more; and

**WHEREAS**, Section 141.033(a) provides that each city affected by Subchapter B “shall classify all positions in its fire and police departments and shall . . . prescribe the salary for each classification”; and

**WHEREAS**, in accordance with Section 141.033 and Section 143.021(a), the City of Fort Worth periodically adopts staffing ordinances for its Fire and Police Departments that establish the classifications of all fire fighter position types and police officers and prescribe the number of positions in each classification; and

**WHEREAS**, the City previously prescribed the salary for each classification in the Fire and Police Departments through provisions in the City’s annual budget appropriation ordinance; and

**WHEREAS**, annual adoption of a separate ordinance that prescribes the salaries for each classification, in accordance with a labor agreement where applicable, improves transparency and promotes awareness; and

**WHEREAS**, salaries for the majority of the classifications in the Fire Department are currently set by and subject to a labor agreement; and

**WHEREAS**, on September 17, 2024, the Fort Worth City Council adopted Ordinance 27183-09-2024, establishing salaries for fire suppression personnel and executive leadership in the Fire Department for Fiscal Year 2025; and

**WHEREAS**, with emergency medical services (EMS) transitioning to the Fire Department as of June 28, 2025, there is a need to adopt a supplemental salary ordinance for the Fire Department prescribing salaries for EMS personnel, including EMS telecommunications and executive leadership.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF FORT WORTH, TEXAS THAT:**

**SECTION 1.**

Attached as Addendum A, and made a part of this ordinance by incorporation, are the salary schedules for emergency medical services personnel in the Fort Worth Fire Department civil service classifications below the classification of Deputy EMS Officer beginning June 28, 2025. These schedules set out the annual base pay for each listed civil service classification of emergency medical services personnel, also known as single-role fire fighters, in the Fort Worth Fire Department in accordance with the department's labor agreement, where applicable. and provide for additional seniority pay as determined by each civil service employee's anniversary date. The seniority pay provided for in this ordinance is in addition to and not in lieu of the longevity pay provided for by Texas Local Government Code section 141.032.

## **SECTION 2.**

Attached as Addendum B, and made a part of this ordinance by incorporation, is the executive pay plan ranges for emergency medical services personnel in the Fort Worth Fire Department classifications at or above the classification of Deputy EMS Officer beginning June 28, 2025.

## **SECTION 3.**

This ordinance shall be cumulative of Ordinance 27183-09-2024 and of all provisions of previous ordinances and of the Code of the City of Fort Worth, Texas (2015), as amended, except where the provisions of this ordinance are in direct conflict with the provisions of prior salary ordinances for emergency medical services personnel in the Fire Department and such Code, in which event conflicting provisions of such ordinances and such code provisions are hereby repealed and this ordinance shall be controlling.

## **SECTION 4.**

It is hereby declared to be the intention of the City Council that the sections, paragraphs, sentences, clauses and phrases of these ordinances are severable, and if any phrase, clause, sentence, paragraph or section of this ordinance shall be declared unconstitutional by the valid judgment or decree of any court of competent jurisdiction, such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this ordinance, since the same would have been enacted by the City Council without the incorporation in this ordinance of any such unconstitutional phrase, clause, sentence, paragraph or section.

**SECTION 5.**

This ordinance shall be effective June 28, 2025, and it is so ordained.

APPROVED AS TO  
FORM AND LEGALITY:

ATTEST:

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Christopher A. Troutt, Asst. City Attorney

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Jannette S. Goodall, City Secretary

ADOPTED: June 24, 2025

EFFECTIVE: June 28, 2025