

**To the Mayor and Members of the City Council****August 6, 2024**

Page 1 of 1

SUBJECT: CREATING SINGLE ROLE EMS POSITIONS WITHIN THE FIRE DEPARTMENT AND NEGOTIATIONS WITH THE IAFF LOCAL 440

The purpose of this Informal Report is to share information regarding the City's collective bargaining negotiations with International Association of Fire Fighters (IAFF) Local 440 (L440). Negotiations have convened to define and create a single-role EMS position within the Fire Department, a recommendation received from the EMS Ad Hoc Committee.

The following guiding principles are used to provide focus and direction to the bargaining process:

- Attain fair market-based pay for EMS civil service positions
- Effectively able to compete within the DFW regional market
- Recruit and retain the best and the brightest
- Ensure Fort Worth is reflective of the community in which it serves
- Ensure EMS employees are well trained and properly equipped
- Safety of our EMS personnel is a #1 priority
- Fiscal responsibility and bargain using a set not-to-exceed percentage/amount

On June 17, 2024, the City Management's bargaining team met with L440 to establish the setting of ground rules and dates for bargaining sessions. During this session it was agreed a Memorandum of Understanding (MOU) would suffice to establish the civil service single-role EMS positions in the City's Fire Department.

Bargaining sessions will cover a variety of aspects related to pay, benefits and working conditions for the single role EMS positions. This includes topics related to wages, overtime, leave benefits, hiring promotional processes, and discipline. The target timeline to finalize negotiations and the establishment of an MOU for the single-role sworn positions is anticipated to be completed by September 30, 2024.

To facilitate meeting this timeline, the schedule for public bargaining sessions are set as follows:

- July 12th from 2-4 pm
- July 26th from 2-4 pm
- August 9th from 2-4 pm
- August 21st from 2-4 pm
- September 4th from 2-4 pm

While bargaining sessions are taking place, the City will continue to communicate with impacted employees through Town Halls and our shared SharePoint site. In addition to the above sessions, several subcommittees have been established to evaluate proposals related to single role compensation (steps/ranks), examinations and testing for hire and promotion, policies/standard operating procedures, and the Civil Service Commission local rules. Members of the subcommittees include City HR, L440 team members, MedStar HR, Fire Department executives, and others.

Dianna Giordano, Director of Human Resources and Civil Service, is available if you have any questions.

David Cooke
City Manager