

**MEMORANDUM OF UNDERSTANDING**

**BETWEEN**

**CITY OF FORT WORTH AND FORT WORTH FIREFIGHTERS  
ASSOCIATION LOCAL 440**

This is a Memorandum of Understanding (MOU) between the City of Fort Worth, on behalf of the Fort Worth Fire Department, hereinafter called "the City," and the Fort Worth Firefighters Association Local 440, hereinafter called "the Association."

**I. PURPOSE & SCOPE**

The purpose for this MOU is to amend the Collective Bargaining Agreement (CBA) between the parties to provide for a one-time promotion of certain persons in the EMT rank to be promoted to the Lead Paramedic rank, without a promotional test.

**II. DEFINITIONS**

The terms "EMT," "Lead Paramedic" and "single-role fire fighter" have the same meaning as those terms as used in the CBA, as amended by the February 2025 EMS MOU.

**III. BACKGROUND**

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 seen 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 wants to fill these Lead Paramedic positions sooner than would be possible through promotional testing requirements, the parties have agreed to the process set forth in this MOU to streamline the hiring of qualified EMTs into Lead Paramedic positions.

**IV. AGREEMENT OF THE PARTIES**

The parties agree that Article 27 of the CBA will be amended to add Section 8, to read as follows:

**Section 8. One-time Accelerated Promotion of Qualified EMTs to Lead Paramedic.**

Notwithstanding TLGC Sections 143.028 - .037, any local ordinances, conflicting provisions in this Agreement, executive orders, or rules adopted by the City or Civil Service Commission, and to address an immediate shortage of single-role firefighters at the rank of Lead Paramedic, any EMT, who, on or before September 30, 2026, (1) is employed by the City in the rank of EMT; (2) possesses a valid and current certification as a paramedic; and (3) is credentialed by the Office of Medical Director to operate as a Lead Paramedic, will be automatically promoted to the rank of Lead Paramedic. With respect to item (3), above, the parties agree that any EMT who, on or before September 30, 2026 has begun the process of credentialing through the Office of the Medical Director, and who is credentialed by November 30, 2026, will have satisfied item (3), above.

Any EMT who is eligible for such promotion may decline the promotion in writing, and will thereafter not be eligible for this one-time promotional opportunity. Single-role firefighters in the rank of EMT who become certified or credentialed as a paramedic after September 30, 2026 are not eligible for automatic promotion under this Section, but will instead be eligible for promotion according to the then-effective promotional procedures set out in this Agreement, or as adopted by the Commission, consistent with TLGC Sections 143.028-.037. This is a one-time provision to help fill needed positions in the Lead Paramedic rank.

The parties recognize that, as of the date of this MOU, the parties are engaged in bargaining regarding the terms of a successor CBA. As part of those negotiations, the parties acknowledge that the names of the ranks of EMT and Lead Paramedic may change in any successor CBA. Any change in the names of those ranks will not affect the validity of the process described in this section.

**V. EFFECTIVE DATE AND SIGNATURE**

To the extent allowed under applicable law and the CBA, the parties agree that the amendments to Article 27 of the CBA will be effective as of the date this MOU is approved by both the membership of the Association and the Fort Worth City Council. The parties further agree that this amendment will continue to be in effect until the termination of the current CBA, either by its own terms, or because of a successor CBA.


The City and the Association indicate agreement with this MOU by the signatures of their respective authorized representatives, below.

**City of Fort Worth:**

**Fort Worth Firefighters  
Association Local 440:**



Apr 6, 2026

 (Apr 6, 2026 11:34:34 CDT)

Apr 6, 2026

\_\_\_\_\_  
William Johnson  
Assistant City Manager

Date

\_\_\_\_\_  
Zac Shaffer  
President

Date

Approved as to Form and Legality

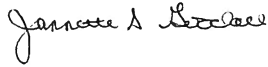
Christopher A. Troutt Apr 6, 2026

Christopher A. Troutt (Apr 6, 2026 12:20:08 CDT)

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Christopher A. Troutt  
Senior Assistant City Attorney

Date

Attest:




Apr 6, 2026

\_\_\_\_\_  
Jannette Goodall  
City Secretary

Date

Contract Compliance Manager:

By signing I acknowledge that I am the person responsible for the monitoring and administration of this contract, including ensuring all performance and reporting requirements.

By: 

Apr 6, 2026

\_\_\_\_\_  
Name: William Johnson  
Title: Assistant City Manager

Date