

City of Fort Worth, Texas

Mayor and Council Communication

DATE: 06/24/25 M&C FILE NUMBER: M&C 25-0631

LOG NAME: 36FIRE STAFFING ORDINANCE - CLASS 99

SUBJECT

(ALL) Adopt Ordinance Temporarily Increasing the Number of Authorized Positions in the Classification of Fire Fighter in the Fire Department by Eighteen Effective May 31, 2025, to Accommodate Recent Academy Graduates, thereby Increasing the Total Number of Authorized Civil Service Positions by Eighteen

RECOMMENDATION:

It is recommended that the City Council adopt the attached ordinance prescribing the number of authorized sworn positions in each classification in the Fire Department, temporarily increasing the number of authorized positions in the classification of Fire Fighter by eighteen (18) effective May 31, 2025, to accommodate recent academy graduates, thereby increasing the total authorized Civil Service positions from 1,049 to 1,067 with such ordinance to be effective until superseded by future ordinances to restore the intended authorized positions.

DISCUSSION:

The purpose of this Mayor and Council Communication (M&C) and the attached ordinance is to increase the number of authorized positions in the classification of Fire Fighter in the Fort Worth Fire Department by a total of eighteen (18) effective May 31, 2025, in order to have sufficient Fire Fighter positions for all of the graduates of Fort Worth Fire Recruit Class 99, which graduated on May 30, 2025.

On May 31, 2025, the twenty-seven (27) recruits who graduated from Class 99 were commissioned. Under the current staffing ordinance, the Department only projected nine (9) available vacancies for the pay period commencing May 31, 2025. Therefore, the Fire Department recommends that the City Council authorize a temporary increase of eighteen (18) positions in the Fire Fighter classification with an effective date of May 31, 2025 to accommodate all of the graduates of Class 99. Because May 31, 2025 is the beginning of a pay period and payroll is processed in arrears, adopting the ordinance with an effective date of May 31, 2025 for the 18 positions will allow all recruits in Class 99 to be properly classified and paid as of their initial commission date.

The need to add these positions is a result of the Department not generally carrying vacancies. In an effort to ensure that calls for service are met with optimum response times, the Fire Department strives to keep the number of Fire Fighter vacancies as close to zero as is reasonably possible. To accomplish this goal, academy classes are scheduled to correspond with projected vacancies, including retirements and promotions. Because the necessary vacancies in the Fire Fighter classification are not available to accommodate the graduates of Class 99, the Department is seeking to temporarily increase the number of authorized positions in the classification of Fire Fighter. These temporary overages should expire September 30, 2025 as retirements and promotions occur.

On September 19, 2023, the City Council adopted its most recent authorized staffing ordinance for the Fire Department (Ordinance No. 26455-09-2023). For FY2025, no change was made to the number of authorized positions in any classification from the prior year (M&C 24-0849).

Approval of the attached ordinance would result in new authorized staffing levels as follows, adding eighteen (18) Fire Fighter positions for Class 99, effective May 31, 2025:

Position	Current Authorized Strength	Overage Change	Revised Authorized Strength	Future Intended Authorized Strength
Fire Assistant Chief	3		3	3
Fire Deputy Chief	6		6	6
Fire Battalion Chief	30		30	30
Fire Captain	92		92	92
Fire Lieutenant	143		143	143

Fire Engineer	228		228	228
Fire Fighter	547	+18	565	547
TOTAL	1,049		1,067	1,049

NOTE - With the function of Emergency Medical Services (EMS) being brought into the Fire Department, additional classifications and authorized strength will be required, as will an update to the salary ordinance. A separate M&C and ordinance will be brought forward to update the staffing and salary ordinances in preparation for those new positions coming online as City employees.

The Fire Department will have the responsibility to manage their appropriations commensurate to not create a deficit position.

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 recommendation, funds are available in the current operating budget, as previously appropriated, in the General Fund. Prior to an expenditure being incurred, the Fire Department has the responsibility to validate the availability of funds.

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Additional Information Contact: