

City of Fort Worth, Texas

Mayor and Council Communication

DATE: 09/16/25 M&C FILE NUMBER: M&C 25-0811

LOG NAME: 03FIRE STAFFING & SALARY ORDINANCE

SUBJECT

(ALL) Adopt Ordinances Prescribing Civil Service Staffing Levels and Salaries for the Fire Department Effective October 1, 2025

RECOMMENDATION:

It is recommended that the City Council:

- 1. Adopt the attached ordinance to reflect the civil service staffing level in the Fire Department effective October 1, 2025; and
- 2. Adopt the attached ordinance prescribing the salaries for all civil service personnel in the Fire Department effective October 1, 2025.

DISCUSSION:

The purpose of this Mayor and Council Communication (M&C) and the attached ordinances is to take actions associated with the Fiscal Year (FY) 2026 Budget for the Fire Department.

Staffing Ordinance

Adoption of the first ordinance will approve the civil service staffing level in the Fire Department for the coming fiscal year. In June the City Council adopted a staffing ordinance (Ordinance No. 27827-06-2025) to add eighteen Firefighter positions on a temporary, overage basis to accommodate new graduates from Class 99 of the Fire Academy when attrition and promotions had not occurred as projected. Since that time sufficient attrition and movement has occurred, and adoption of the first attached ordinance will formally return the staffing level at the Firefighter classification back to 547.

As of October 1, 2025, civil service staffing will consist of the following:

Classification (Rank)	Current Authorized Strength	Changes in Today's Ordinance	Initial FY2026 Authorized Strength	May be Adjusted to
Deputy EMS Officer	2		2	2
EMS Administration Officer	1		1	1
EMS Manager	6		6	6
EMS Supervisor	30		30	30
Lead Paramedic*	189	-8	181	137
Emergency Medical Technician (EMT)*	276	+8	284	328
Telecommunications Manager	1		1	1
Telecommunications Supervisor	7		7	7
Telecommunicator	31		31	31

EMS Subtotal	543	0	543	543
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	565	-18	547	547
Fire Subtotal	1067	-18	1049	1049
Total	1610	-18	1592	1592

* Per the Collective Bargaining Agreement (CBA) between the City of Fort Worth and the Fort Worth Professional Firefighters Association, IAFF Local 440, as amended by the Memorandum of Understanding, the Fire Chief is authorized to "set or prescribe the number of EMTs, Lead Paramedics, EMS Supervisors, EMS Managers, and EMS Administration Officers, Telecommunicators, Telecommunications Supervisors, or Telecommunications Managers in each classification."

This provision was included to offer an efficient mechanism for addressing the fact that the personnel coming over from Medstar included more individuals who met the Lead Paramedic classification than the City would ideally have if it were building the EMS system and staffing positions from the ground up. If the City were designing from scratch, there would be fewer Lead Paramedics and more EMTs.

Language is included in the attached staffing ordinance to effect the contractual provision, with Council authorizing the Fire Chief to rebalance the allocation within the two noted ranks over time as personnel changes take place. When a vacancy occurs in the Lead Paramedic classification, the Fire Chief, by directive and in accordance with authority delegated under the staffing ordinance, will decrease the number of authorized positions in the Lead Paramedic classification and increase the number of authorized positions in the EMT classification. This procedure will be used by the Fire Chief until the authorized strength in the Lead Paramedic classification is reduced to 137 and the authorized strength for the EMT classification is increased to 328. A vacancy in the EMT classification will be filled through the customary process, and no changes in the authorized strength will result. The appropriate balance of EMT's and Paramedics in field operations are based on the current deployment need for Advanced Life Support (ALS) and Basic Life Support (BLS).

In changing the number of authorized positions in the EMT and Lead Paramedic positions in the manner described above, the Fire Chief will endeavor to maintain 465 total authorized positions in the classifications of EMT and Lead Paramedic of which 449 are currently assigned to Field Operations.

Salary Ordinance

Adoption of the second ordinance will approve civil service salary levels for the coming fiscal year. This ordinance reflects the salary schedules for dual-role firefighter positions in year four of the current CBA (Fort Worth Contract No. 52862), which expires on September 30, 2026, and salary schedules for single-role EMS positions per the MOU modifying the CBA.

If a new CBA is adopted prior to end of the 2026 fiscal year, another M&C may be brought forward to update the salary ordinance.

Budgetary Note - EMS positions are captured in the Emergency Medical Services Fund and are included in the cost allocation process for other jurisdictions that will be receiving EMS services from Fort Worth (the Member Cities). Fire positions are captured in the General Fund.

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 these recommendations will have no material effect on City funds.

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Expedited