City of Fort Worth, Texas

Mayor and Council Communication

DATE: 09/17/24 **M&C FILE NUMBER:** M&C 24-0849

LOG NAME: 03FY25 FIRE STAFFING ORDINANCE

SUBJECT

(ALL) Adopt Ordinance Prescribing Civil Service Salaries for the Fire Department Effective October 1, 2024

RECOMMENDATION:

It is recommended that the City Council adopt the attached ordinance prescribing the salaries for all Civil Service personnel in the Fire Department effective October 1, 2024.

DISCUSSION:

The purpose of this Mayor and Council Communication (M&C) and the attached ordinance is to take actions associated with the adopted Fiscal Year (FY) 2025 Budget for the Fire Department.

The current four-year Collective Bargaining Agreement (CBA) between the City of Fort Worth and the Fort Worth Professional Firefighters Association, IAFF Local 440 was approved on October 25, 2022 (M&C 22-0878; Fort Worth Contract No. 52862,) and expires on September 30, 2026. That agreement included salary schedules.

Adoption of the attached ordinance would prescribe the salaries for each classification of personnel in the Fire Department in accordance with state law and the adopted labor agreement.

The adopted FY2025 budget does not change the number of authorized positions from the last staffing ordinance (Ordinance 26455-09-2023), which continues in effect until amended.

Therefore, as of October 1, 2024, civil service staffing will continue to consist of the following:

Rank	**Staffing Ordinance 26455-09-2023**
Fire Assistant Chief	3
Fire Deputy Chief	6
Fire Battalion Chief	30
Fire Captain	92
Fire Lieutenant	143
Fire Engineer	228
Fire Fighter	547
Total Count	**1049**

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. Negotiations are currently underway with the 440 regarding the EMS positions. Once those negotiations are finalized, another M&C will be brought forward to update the staffing and salary ordinances in preparation for those new positions coming online as City employees.

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 above recommendations and adoption of the Fiscal Year 2025 Budget by the City Council, funds will be available in the Fiscal Year 2025 operating budget, as 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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Expedited